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Winter House Building Incentive Program, 1964

Incentive of $500 cash again offered for houses built mainly in winter months, from November 15, 1964 to March 31, 1965. Last winter's program "successful beyond all expectations"

Under the Winter House Building Incentive Program, the federal Government provides through the Department of Labour a direct payment of $500 in cash to the owner-builder or the first purchaser of a house on which the major part of the construction is completed during the period from November 15, 1964 to March 31, 1965.

A winter-built house, under this program, means a single dwelling, or a multiple housing structure of not more than four units. Under certain conditions, row housing containing more than four dwelling units may also be eligible for the incentive payment.

The recipient of a cash payment for eligible house construction projects may use the money as he wishes. Payment of the incentive will be made to a person who has an eligible housing unit built by a contractor, builds it himself or acts as his own contractor, or is the first purchaser of an eligible house built by a merchant builder.

To be eligible under the program, a house must be built between November 15, 1964 and March 31, 1965. Construction may proceed to the first-floor joist stage before November 15, and outside painting, walks, driveways and landscaping may be completed after March 31.

Dwellings have to meet the normal standards of adequate housing and comply with local bylaws.

The Incentive Program is intended to stimulate winter employment in the building industry and at the same time increase employment in the industries and trades supplying building materials.

To Obtain Incentive

To obtain the incentive, a person must obtain an application form from any National Employment Service office, or Central Mortgage and Housing Corporation office, for a certification as a winter-built house.

In order to qualify for the incentive, all residential structures must be inspected by Central Mortgage and Housing Corporation before construction has proceeded beyond the first floor joist stage, including subfloor, or its equivalent. Application for inspection must be made to the local CMHC office.

If work on the house is to begin before November 15, application for inspection must be made no later than November 1. If construction begins before November 15, the application should be submitted at least 15 days before the date on which the inspection is desired. Applications will not be accepted after March 15, 1965.

A final inspection will be made by CMHC upon completion of construction or on March 31, whichever is earlier, to ensure that the building has been completed and that it meets the requirements of the program.

The conditions of eligibility for the winter house-building incentive were given in THE LABOUR GAZETTE for October 1963, page 862.

When the house has been completed and certified as a winter-built house, the person who wants to receive the incentive will be given an application form for the incentive. The form will provide for a declaration to the effect that the applicant is the first owner of the building. When the form is returned payment will be made promptly.

Application forms containing detailed information of the program are available from offices of the Central Mortgage and Housing Corporation in most of the major centres in Canada. They may also be obtained from any local National Employment Service office, or by writing to the Special Services Branch, Department of Labour, Ottawa.

The Winter House Building Incentive program was first introduced a year ago "as an experiment." The Minister of Labour, Hon. Allan J. MacEachen, has reported to the House of Commons that it was "successful beyond all expectations."

Under last winter's program, 32,659 applications for the incentive payment were received. Of these, 3,412 were cancelled and 4,700 were rejected on first or final inspection because they did not meet the conditions of the program. A total of 24,547 applications were approved. These covered 28,162 dwelling units valued at $549,488,861.

At the middle of September, incentive payments totalled $11,836,000. When the incentive payments are made on all the units covered by approved applications, they will amount to $14,081,000.

From the Labour Gazette, October 1914

50 Years Ago This Month

In month after outbreak of First World War, shock to business still being felt, although some manufacturers were beginning to benefit from orders for military supplies and equipment

The shock to business confidence caused by the outbreak of the Great War in Europe early in August 1914 was still being felt throughout Canada in September.

Some manufacturers and dealers were beginning to benefit from orders for supplies for the army and from the chance to fill gaps in imports left by the cutting off of trade with Germany. But in general, the situation in the business world was one of uncertainty and lack of confidence.

Heavy Unemployment

Unemployment continued to be heavy for the time of year. In Montreal, according to the report of the local correspondent in the October 1914 issue of the LABOUR GAZETTE, "in most branches of industry the men reported the employment situation was worse than at the beginning of last month . . . " Some of the public work projects undertaken by the city had been stopped or delayed because of lack of funds.

The secretary of the Montreal Builders' Exchange said, "Almost no work is offering. Investors are not calling for plans; architects and engineers have reduced their staffs to the irreducible minimum . . . ."

In Toronto, "labour conditions during September continued unsettled, with large numbers of skilled and unskilled workers out of employment, but the situation showed a slight improvement as compared with August."

The Toronto District Labour Council, in conjunction with the Women's Patriotic League, undertook a house-to-house canvas of the city to obtain data about unemployment. About 1,600 persons would be required for the work, it was reported.

In Ottawa, large numbers of construction tradesmen were out of work. Out of about 80 stonemasons, only eight were employed. Two hundred carpenters were reported to be idle during September, and court actions had been threatened by members of the carpenters' union against several contractors who were alleged to have broken their contracts by reducing the wage scale.

In Hull, a reduction in wages in the pulp and other mills of about 25 per cent was expected to be put into effect, and in lumbering, wages were reported to be lower than in the previous year by that amount.

On the Prairies, a dry season and a short crop had resulted in a smaller than usual demand for harvest help. In Moose Jaw it was reported that labour organizations had decided to change their weekly meetings to semi-monthly ones, and semi-monthly meetings to monthly in order to save expense.

In Calgary, "no improvement was shown over the previous month in the building trades, all branches reporting that they had a large surplus of men." In Edmonton, "the general retrenchment and reduction in working forces which commenced during the previous month was continued throughout September."

Labour conditions in Vancouver "generally showed no improvement over last month. The number of unemployed was steadily increasing with the approach of winter. Business houses stated that owing to the general slackness of trade they were obliged to reduce their staffs as low as possible. The worst feature of the condition was the number of women and girls who were unemployed . . . ."

Employment Better in Maritimes

Employment conditions appeared to be better in the Maritimes than in other parts of Canada. In Halifax, labour was generally fairly well employed during September, and in Truro, "the outlook was not discouraging." Labour conditions in Sydney were reported to be "quiet."

In the cities of Canada contributions were being made to the Patriotic Fund. In Montreal $1,490,492 had been subscribed, "every company and everybody who could helping in some way with time or money for the purpose of taking care of the wives and families of those at the front."

In London, the Patriotic Fund had raised $130,000, "and this amount will be used to relieve distress of all kinds, but more especially among wives and dependents of those gone to the war," this journal's local correspondent reported. "It is intended that every wife shall receive at least $30 per month, to include allowance from Militia Department and balance from Patriotic Fund . . . "

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Plan Training Program for Building of N.S. Heavy Water Plant

An extensive program to recruit and, where necessary, train in new skills a working force of 11,500 required for construction of Deuterium of Canada Limited's heavy water plant at Glace Bay, N.S., was announced jointly last month by Premier Robert L. Stanfield of Nova Scotia and Hon. Allan J. MacEachen, Minister of Labour.

The federal and provincial Departments of Labour, the National Employment Service, the provincial Departments of Education, and Trade and Industry, and the Nova Scotia Crown Corporation, Industrial Estates Limited, participated in preliminary discussions.

Construction of the $30,000,000 plant was scheduled to begin in October and to be completed in the spring of 1966.

The policy will be to hire workers for construction through the facilities of the National Employment Service, as far as possible on a local basis. Where appropriate, training programs will be established to teach the skills required. This would be an extension of current training programs.

It has been estimated the job will need about 100 carpenters, 100 riggers, 30 millwrights, 150 welders, 150 pipefitters, 50 plumbers, 20 instrument mechanics, 50 structural steel workers, 20 insulation mechanics, 100 electricians and 50 heavy equipment operators. The Department believes many positions can be filled by men trained in the area.

A preliminary construction schedule prepared by the project consultants has scheduled site clearing, foundations, erection of towers, and remaining construction over the two-year period.

Contracts have been awarded for the construction of towers, the biggest single job of the project, which is to begin in January and be completed in two years.

National Employment Service offices on Cape Breton Island will process applicants for jobs. The offices are located at Sydney, Glace Bay, New Waterford, North Sydney, Sydney Mines, Inverness and Port Hawkesbury.

Planning has been done also on the operation of the plant itself. An estimated 200 persons will be employed in the plant operation, and consideration is being given to a technician training program to fill this demand. Additional men are expected to be required for the extension to the Seaboard Power Corporation plant that will supply secondary steam for the heavy water installation.

Three Canadian Labour Leaders Died in September

Three prominent trade unionists, each with a record of more than 50 years of service to the labour movement, died during September. They were: William Jenoves, a general vice-president of the Canadian Labour Congress; Arthur J. Kelly, a former Canadian vice-president of the Brotherhood of Railroad Trainmen; and R. B. (Bob) Russell, a leader in the 1919 Winnipeg General Strike, and retired Executive Secretary of the Winnipeg and District Labour Council.

William Jenoves

William Jenoves, a general vice-president of the Canadian Labour Congress and President of the Toronto and District Labour Council, died at Toronto on September 4. He was 75 years of age.

Active in the labour movement for 61 years, he had served as President of the Toronto and District Labour Council for 23 years, and as business agent for Local 2 of the Bricklayers, Masons and Plasterers' International Union for 43 years. He was a vice-president of the Trades and Labour Congress of Canada, and became a vice-president of the CLC at the merger in 1956.

On Labour Day, 1963, Toronto's union movement paid tribute to Mr. Jenoves at a banquet at which he was formally designated as the city's "Mister Labour."

Born in Scranton, Pa., in 1886, he came to Toronto with his father at the age of 10. At 13 he went to work as a six-cents-an-hour apprentice bricklayer. In 1903 he joined Local 2 of the Bricklayers, and in 1921 he became business agent, a job he held until his death.

In 1940 he was elected vice-president of the Toronto and District Trades and Labour Council, and president the next year. From then until his death, except for one year, he retained that position. In addition he was charter member and president for many years of the Toronto Building Trades Council.

He was also active in community affairs, serving on the Toronto Harbour Commission, the Canadian National Exhibition Board of Directors and the Toronto United Appeal.

A. J. Kelly

Arthur J. Kelly, O.B.E., a former Canadian Vice-President of the Brotherhood of Railroad Trainmen, died at Ottawa on September 24. He was 75 years old.

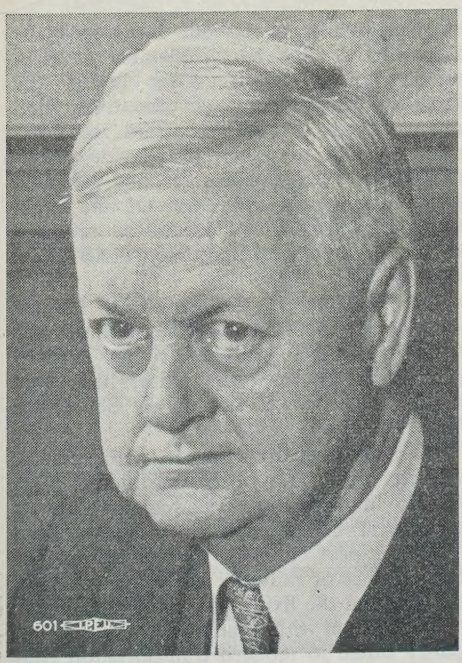
He was a vice-president of the Brotherhood from 1951 until his retirement because of ill health in 1958. He had served as deputy president from 1954.

In 1946 he was awarded the Order of the British Empire for his work in the labour movement.

Educated at Chatham, Ont., Mr. Kelly joined the CPR in 1906 as a spare brakeman and yardman at London, Ont. He joined the BRT a year later, became Treasurer of local Lodge No. 415, London, in 1908; became a member of the local grievance committee in 1913; Chairman of that committee in 1917; Vice-Chairman of the Ontario Legislative Board in 1930, and Chairman of that Board in 1931.

He served on the CPR General Committee from 1917 until 1939. He was elected Dominion Legislative Representative in 1935 and re-elected by acclamation in 1939, 1946 and 1950. Mr. Kelly became Vice-President in 1951 and a member of the Canadian Railway Board of Adjustment No. 1.

In June 1936, he was appointed Chief Agent for Canada. He held the posts of Deputy President and Chief Agent until July 1958, when he resigned all offices on account of ill health.



A. J. Kelly

He also represented labour at the ILO Conference at Geneva in 1950.

R. B. Russell

R. B. (Bob) Russell, one of the leaders in the 1919 Winnipeg General Strike, died in Winnipeg on September 25. He was 75 years old, and had served in the labour movement for more than 50 years.

In 1962, he retired as Executive Secretary of the Winnipeg and District Labour Council because of ill health.

Mr. Russell, a native of Glasgow, Scotland, was jailed for sedition and conspiracy in the wake of the violent 1919 strike. He was paroled after serving one year of a two-year sentence.

Robert Boyd Russell served his apprenticeship as a machinist in the shipyards of Glasgow. Coming to Winnipeg in 1911, he worked as a machinist in the CPR Shops for two years. In 1913 he became the business agent for District Lodge No. 2, International Association of Machinists.

He was one of the leaders of the One Big Union from its founding in 1919 until it entered the CLC after the merger in 1956 that formed it. In July 1956, he was chosen to be Executive Secretary of the Winnipeg and District Labour Council (CLC).

R. B. Russell was a member of the Manitoba War Labour Board and the Labour Relations Board, the Apprenticeship Board, the License Board, and Religion-Labour Council of Manitoba.

R. G. Currie, Chief Conciliator On West Coast, Has Retired

R. G. Currie, head of the West Coast office of the Department's Industrial Relations Branch, retired at the end of September. Entering the Department in 1937 as a junior wage investigator and conciliation officer, he became head of the Vancouver office in 1946.

Since then he has directed the growing activities of the office, which is responsible for the administration of federal labour legislation in British Columbia, Alberta, the Yukon and part of the Northwest Territories.

Mr. Currie has acted as Canadian Government delegate at four sessions of the ILO's Inland Transport Committee. In addition he has served on various commissions, including the federal-provincial enquiry affecting the fishing industry.

Chrysler-UAW Agreement Hailed As "Breakthrough" on Pensions

Chrysler Corporation and the United Automobile Workers last month signed a three-year agreement that has been hailed as a "breakthrough" in the area of fringe benefits. Its terms give workers earlier retirement, bigger pensions, longer vacations, two additional paid holidays, a 50-per-cent increase in relief time, and improved wages. In addition the contract provides for improved pensions for those already retired.

From a wage standpoint, the contract is not exceptional. Workers will get no increase in hourly pay the first year; the money will be put into reserves for higher pension benefits. In the second and third years, pay raises will be 2.5 per cent, or between 7 and 12 cents an hour. But they will gain 1 cent in take-home pay from October 1, when the company assumed the cost of life and accident insurance.

The most important provisions in the pact are:

—Pensions will be paid on a basis of $4.25 (formerly $2.80) for each year of service. This will allow a worker with 30 years service to retire at 65 with a pension of $127.50 a month, not including social security benefits.

—As an inducement to early retirement, designed to create more job openings for younger workers, workers whose age and service total 85 may retire at any time after age 55 and receive a pension adjusted actuarily—but no more than 70 per cent of base pay—so that workers who retire at 60 with 30 years service will get an average of $381 a month (and up to $400). If a worker keeps working until 65, his pension will drop to $316, including social security benefits.

—Workers already retired will receive an increase of $1.45 a month per year of service and the company will assume all (formerly half) of their medical and hospital insurance costs.

—Assembly-line workers will have 36 instead of 24 minutes a day relief time.

—Supplementary unemployment benefits will be increased from $40 to a maximum $50 a week, plus $1.50 for each dependant up to four.

—Vacation time will be increased to three weeks from two, and two paid holidays will be added—Good Friday and the worker's birthday. The week of additional vacation is actually five days absence allowance that may be taken as little as four hours at a time for sickness, personal business or other "good" reason.

—Workers will get three days bereavement leave on the death of a spouse, child, parent, parent-in-law, sister or brother.

—Survivor benefits will be increased. Regardless of the age of the deceased employee, his widow receives $100 monthly for two years. If the deceased was 55 years or older, his widow (no age requirement) gets 55 per cent of the pension he would have received. If the deceased's widow is 50 years old, she receives $100 a month for two years until age 52; from age 52 to 62, she will receive $100 a month, provided she is getting no social security and does not remarry. At age 62 she will get 55 per cent of her husband's assumed pension, plus social security.

The company gained a reduction in the number of full-time union representatives in the plant paid by the company, from one steward for every 135 men to a level nearer to the one for every 250 that applies in General Motors and Ford plants.

The Chrysler contract provided the pattern for the UAW's agreement a week later with Ford. The union gained an additional benefit from the larger company in the form of a $25-$100 Christmas bonus, to be paid from the supplementary unemployment benefit fund when the fund is at a maximum level, the amount depending on the money available.

In Parliament Last Month

(page numbers refer to Hansard)

The Minister of Labour introduced the Department of Labour estimates on September 4 (p. 7661). After noting the "marked" improvement in the unemployment picture, the Minister said the committee would be asked to provide $228,079,800 in the main estimates, and $263,004 in supplementary estimates. Of the main estimate, $114,491,504 would be required by the Department proper and $113,851,300 by the UIC.

On September 16, the Minister of Labour announced that unemployment insurance benefits would be paid to striking Toronto printers as the insurance officer had ruled that work stoppage terminated September 7 (p. 8077).

On September 14, Hon. J. C. Pickersgill, Minister of Transport, introduced Bill C-120, implementing recommendations of the Royal Commission on Transportation "with respect to the rationalization of branch lines of railways and passenger train services and the fixing of freight rates under and consistent with a national transportation policy suited to modern transportation conditions" (p. 7978).

Technological Change and Industrial Relations

Changes in industrial relations to reflect effects on workers and unions of technological change are most significant since emergence of industrial unionism in 1930's, conference told

The effects of technological change on collective bargaining and on the role of government in labour-management relations were discussed by George S. Saunders, Chief of the Labour-Management Division, Economics and Research Branch, Department of Labour, in an address last month at the 16th Dominion-Provincial Conference on Coal.

Dr. Saunders commented also on technological change and industrial relations in the coal-mining industry.

"The effects of technological change on workers and on unions are reflected in the most significant changes in industrial relations since the emergence of industrial unionism in the 1930's," Dr. Saunders said.

Technological change has increased in the past decade because of the intensified international competition facing Canada, and because of rapid advances in research and development. Although in the long run technological change can increase employment and income, he said, in the short run it can result in the depression of some occupations, industries and areas.

The historical attitude of the labour movement to technological change, Dr. Saunders said, had varied from outright opposition, to acceptance coupled with attempts to mitigate its adverse effects on the workers by means of restrictive work rules governing the use of materials, work methods, work assignments and the size of work crews.

Although this attitude was not dead, there was evidence of the growth of co-operation rather than conflict between labour and management in this matter.

The friction caused by technological change in Canada had developed during the period since 1957, the year Canadian industry began to feel the effects of increasing competition for markets, which had given a new impetus to management's search for more efficient methods of production. The period since 1957 had also been one of high unemployment.

The consequences of these changes had been that in collective bargaining the emphasis had shifted from wages to job security, with tougher negotiations and longer strikes.

In these circumstances, two methods of reconciling the conflict between management's need for freedom and the worker's desire for security had developed. The first of these had taken the form of provisions in collective agreements to soften the adverse effects of change on the workers. These provisions included: severance pay and supplementary unemployment benefits, designed to help those laid off until new employment could be found; shorter hours, longer vacations and early retirement, designed to cause employment to be shared among greater numbers; and retraining and relocation schemes, designed to prepare redundant workers for new jobs.

A number of these measures, Dr. Saunders said, implied a new level of co-operation between labour and management. This particularly applied to retraining and relocation schemes, which, to be successful, called for continuous co-operation between the parties. He mentioned the Armour Company experiment in the United States (L.G. 1961, p. 938) as "a pioneering example of the retraining and relocation scheme."

The second method of dealing with the human problems of technological change was by joint consultation and research. This method calls for far-reaching changes in traditional collective bargaining relations, and is "so radical that its successful introduction has come about only after long and bitter negotiations and strikes," the most famous example of which is the 116-day strike in the United States steel industry in 1959.

The new mode of accommodation emerged in the form of a human relations committee. The committee is made up of members from the union and the companies. The function of the committee is to study industrial relations problems away from the bargaining table. In this way, industrial relations problems can be solved before they become major issues in collective bargaining. Since the human relations committee was established, two contracts have been signed in the steel industry with a minimum of conflict.

A similar agreement reached in Canada was between the Metal Trades Federation (CNTU) and the Quebec Iron and Titanium Company. Signed after a long strike, this agreement provided for a human relations committee to study and recommend solutions to problems such as job reclassification and technical retraining of employees.

In addition, the company agreed to make every effort to retrain the transfer workers affected by technological change to suitable work elsewhere.

Human relations committees or joint study committees are now being established in other industries, such as automobile and aluminum. These committees are not to deal with grievances and are not negotiating committees, but are to solve problems away from the strained atmosphere of the bargaining table and to provide solutions acceptable to both parties.

Two agreements in the United States cited by Dr. Saunders as the outcome of the work of these committees were an agreement between Kaiser Steel Company and the United Steelworkers (L.G., Feb., p. 101).

The agreement is designed to promote employment and income security for production, maintenance, clerical and technical workers who are affected by technological change. Among other things the agreement provides for the establishment of a plant-wide employment reserve in which employees will be assigned, at company discretion, to work anywhere in the plant. Such assignment, however, is not to be used to displace other employees, to avoid recall of laid-off workers or to reduce hours of work below 40 per cent.

The agreement provides also for short week benefits for employees whose work-week falls below 40 hours because of technological change. Employees in the reserve who are downgraded because of technological change are entitled to a displacement differential payment. Perhaps the most important aspect of the agreement is a formula whereby savings resulting from technological change are shared between the employees and the company.

In the second agreement, signed in October 1960 in the West Coast longshore industry between the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association, the union abandoned most of its restrictive practices and its historical resistance to mechanization in return for a jointly managed income security fund of $5 million a year for 5½ years. The fund is financed solely by employer contributions.

The fund serves two purposes: first, it guarantees a straight-time weekly wage to compensate for the loss of work opportunities caused by new contract provisions (as opposed to the loss of work opportunities caused by declines in economic activity); second, it provides a pension plan with vesting rights and early retirement provisions. The employers in the industry believe the savings which result from this agreement will more than offset their contributions to the income security fund.

In Canada, besides the Quebec Iron and Titanium agreement already referred to, an agreement between the Canadian railways and their non-operating employees signed in 1962 (L.G. 1962, p. 1181) provided for the establishment of a job security fund that came into effect on January 1, 1963. The fund, which was to be built up by company contributions of 1 cent per hour worked and paid for, was to provide for one or more of the following: severance pay, supplementary unemployment benefits, retraining programs, reallocation of employees, or such other related purposes as might be agreed upon.

The agreement stated that no expenditures would be made from the job security fund until the unions' seniority rules had been revised to facilitate reasonable mobility of workers.

A third Canadian agreement, in the Montreal construction industry, met the problem of maintaining security and welfare benefits in an industry where labour mobility was high by providing for portable pensions and group life insurance. Having been extended under the Quebec Collective Agreement Act, the contract now covers some 7,000 employers and 44,000 workers.

The agreements mentioned, the speaker said, had all been signed within the past five years, and are examples of the way collective bargaining can respond to the problems of technological change.

As technological change continues we can expect new approaches to human problems to emerge on a much wider scale. For example, the need for greater worker mobility may result in a broadening of the bargaining unit and seniority lines; it may also result in more provisions for the portability of pension, vacation and welfare insurance provisions. We may even see co-operation and consolidation among unions to provide a broader base for labour mobility in this era of technological change.

Turning to the role of government "in this changing industrial relations environment," Dr. Saunders briefly described what the federal Government was doing to smooth the path of industrial change for the workers affected by it. In response to the problems of technological change, the traditional role of government in labour matters had been expanded to provide a number of services designed to alleviate hardship to the workers. "In the matter of labour relations the new function of government is one of supporting and encouraging the parties to solve their own problems," he said.

The services being provided by the federal Government included: the Labour-Management Co-operation Service of the Department of Labour, which aimed to

encourage the establishment of labour-management committees to consider such matters as safety, waste, efficiency and quality of product; the new Manpower Consultative Service, which was designed to help labour and management in the joint resolution of, and research into problems of technological change; the Department of Labour-University Research Program to encourage industrial relations research in the universities; and the various training and retraining programs offered under the Vocational and Training Assistance Act of 1960.

The speaker then went on to comment on the peculiar aspects of technological change in the coal mining industry, in Canada and in the United States. "Coal mining in both Canada and the United States has undergone very severe changes which resulted in heavy layoffs of miners," he said.

In the United States, most of the layoffs during the 1950's were caused by greater productivity following mechanization. In Canada, however, layoffs during the past decade were mainly caused by declining markets. Between 1949 and 1960, output in Canadian coal mines declined by 47 per cent and employment declined by 54 per cent. In the United States industry in this same period, output declined by only 5 per cent while employment declined by 60 per cent. The United States experience suggests very large increases in productivity. These increases were certainly much greater than those experienced in the Canadian coal mining industry.

Under the leadership of John L. Lewis, the policy of the United Mine Workers in the United States had been to encourage accelerated technological change, even though this meant mass layoffs of mine workers. The union went so far as to avoid contract provisions that would hamper or discourage the employers from making such changes; and as a result, the UMW contracts in the United States contained no provisions for severance pay, supplementary unemployment benefits, retraining or relocation of laid-off workers, or similar measures to alleviate the hardship to the workers caused by technological change.

"This policy on the part of the mine workers is a marked departure from the policies and attitudes of the labour movement as a whole toward technological change," Dr. Saunders pointed out. At the same time, it had resulted in rapidly increasing wages for those miners who remained in the industry.

It appeared, however, that the economic and industrial experience of the Canadian coal mining industry had been different from those of the American industry. In the Canadian industry, technological change had not gone as far as in the American, the main employment problem in Canadian coal mining having arisen from loss of markets. The Canadian industry, however was now being mechanized, and this would have a severe impact on the employment opportunity and occupational distribution of Canadian miners.

The speaker expressed the opinion that, for several reasons, the response of the United Mine Workers Union in Canada would be different from what it had been in the United States in the 1950's, and he gave several reasons for this opinion. "In the United States industry, negotiations take place at the national level, and settlements apply uniformly across the country. Regional and local autonomy are virtually non-existent. . . .The lack of local union autonomy has been an important factor in the success of the United Mine Workers' policy toward technological change in the United States coal mining industry."

Coal miners in Canada were organized by the UMW, but the Canadian region was virtually independent of its U.S. headquarters. Collective bargaining in the Canadian industry took place at the level of the company, and was therefore much more susceptible to the influence of the rank and file in formulating demands. As a result, the union in Canada might be expected to pay more attention to the impact of mechanization than it had in the United States.

Even in the United States, the influence of John L. Lewis was waning, and this had been reflected in the movement by the new leadership toward employment guarantees in the industry. This change of attitude would undoubtedly affect collective bargaining in the Canadian region of the union.

Another factor that would affect bargaining in Canada was that increasing experience with technological change had shown that industrial relations systems in a wide variety of industries could be successfully adapted to meet the problems of technological change.

In Canada, the influence of government would also affect the direction of industrial relations in coal mining. Moreover, because the Canadian coal industry was in a decline and had already received government assistance, it might be that the solutions to technological change would differ from those found in other Canadian industries.

In concluding, the speaker said that growing competition, and research and development, were heightening the importance of technological change as an economic factor in a wide range of Canadian in-

dustries. Technological change brought about a need for management flexibility and freedom, and at the same time created severe employment problems for workers who were displaced by change.

Management flexibility requires an end to work rules and other devices that make change difficult, and the threat of loss of jobs imposes the need for measures to protect workers from unemployment and loss of income. The successful solution of these problems, Dr. Saunders said, will depend on the co-operation and goodwill of labour, management and government.

What's Ahead for the Canadian Economy

Special adviser to the Privy Council provides blueprint of the Canadian economy for the next six years, analyzes impact population growth will have on labour force and employment

A broad blueprint of what's ahead for the Canadian economy in the next six years was presented recently by Kenneth W. Taylor, special adviser to the Privy Council Office, and a former deputy minister of Finance. Mr. Taylor was addressing the 62nd Annual Conference of the Canadian Institute of Chartered Accountants on "Canada's Investment Capital Requirements."

Dr. Taylor's paper analyzed the changes taking place in Canada's total population and the impact these will have on capital requirements in the governmental and private spheres.

Dr. Taylor was concerned with the need to ensure employment for the more than 1,000,000 Canadians who will enter the labour force during the next six years. Canada's labour force will be increasing 25 per cent faster in the next six years than in the last six.

In the past 20 years, Canada's population has been rising more rapidly than that of most other countries. In the past 10 years our population has increased 25 per cent, compared with 20 per cent for the United States and under 10 per cent in Western Europe. By 1970, Canada's population will be close to 22,000,000.

From the economic viewpoint, the most significant aspect of this rise will be the disproportionate increase in the 20-24 age group. While the total population rises by about 14 per cent, this group will increase by 40 per cent, a reflection of the rapid rise in our birth-rates in the immediate postwar years.

8-Million Labour Force

The total labour force by 1970 is likely to rise to about 8,000,000, an increase of 1,000,000 from the present size. But, barring a significant increase in net immigration, nearly half of this increase will be in the under-25 age group, and close to three-quarters will be under 30.

The shift in age-grouping will have a bearing on social and institutional capital investment requirements, Mr. Taylor predicted. With the rapid increase in the 20-24 year age-group, the marriage rates and the net family formation rates will soar. Our current annual number of marriages is about 135,000; by 1970 it will approach 200,000.

This should bring about strong new demand for a wide variety of consumer and capital goods. Housing capital expenditure, which was about $1.25 billion 10 years ago and will be just over $2.0 billion this year, is expected to reach $3.0 billion in 1970. Central Mortgage and Housing Corporation estimates that 200,000 new dwelling units will be built in 1970, compared with an expected 150,000 in the present year.

From the point of view of education, Mr. Taylor told his audience, there will be a tremendously increased requirement for university capital expenditure. During the next six years the university age population, 18-24 years, will increase by 35 per cent, and the Canadian Universities Foundation has estimated that the proportion of this age group attending universities will rise from the present 9 per cent to 13 per cent. In other words, the full-time, undergraduate university enrolment is expected to double.

At the same time, the number of post-graduate students will triple, from just under 10,000 at present to about 30,000 in 1970.

Gross National Product

To absorb the increase in the labour force and maintain a satisfactory level of prosperity, Dr. Taylor said public policy must be directed to produce an annual average increase of 6 per cent in the value of Gross National Product, which would reach about $65 billion in 1970. At the same time, he made the assumption that price increases would not exceed an average of 1½ per cent per annum, the same rate

of increase that has been maintained over the last ten years. This means that a volume increase of 4.5 per cent in GNP will be required.

How does this compare with past experience Even with the strong performance of the economy since the beginning of the current expansion in 1961, the average GNP rise since 1957 has been only 3 per cent. What is needed is a growth rate that approaches the 5-per-cent increase achieved in the first decade after World War II.

Capital expenditure in 1970 should be close to 25 per cent of GNP—about $16 billion. This would be a "healthy percentage" based on the experience of the past 12 or 15 years. In the biggest capital expenditure period, 1956-57, capital expenditures were 27 per cent of GNP; in the slowdown years, they have dropped to about 21 per cent.

"I am assuming, and hoping, that there will be some constructive shifts in rates of capital growth as between the various developing sectors. I hope we will have a significant growth in manufacturing for domestic consumption, for export, and for the replacement of certain domestic categories of imports based entirely on efficiency. This will require good planning, good policies and good actions by business management, by trade union management and also by governments. I would like to see steady, healthy and well-planned capital spending in the next six years."

Utilizing the Labour Force

Well-planned capital spending will be directed not only toward developing Canada's natural resources, but toward utilizing the expanding labour force to move the economy into a better position to compete internationally.

"We must, of course, explore and expand our natural resources, but we must also exercise our best efforts to expand efficient and high-quality manufacturing. Raising tariffs or otherwise restricting imports will not improve our economy or our employment or our standards of living. What we need to do is to improve our efficiency, expand our technical research, and develop areas of production that will steadily improve our capacity to meet an increasing proportion of domestic requirements and also to expand our exports.

"An equally important requirement is to improve continuously the quality of our labour force. We have been a bit late and rather slow in developing first-rate technical institutes, though it is now beginning to get under way. It is essential to provide technical education and skilled training to the great majority of the later teenagers.

"We also need the best possible co-operation of business managers, trade union leaders, and all three levels of government to provide efficient ways and means of enabling workers who are, say, over 35 years of age to maintain or adjust their skills in line with the technical changes in production. One of the serious situations in recent years is that we have had rather high levels of unemployment, but real shortages of many types of skilled workers.

"In other words, to build up and maintain high levels of employment we need to have the right kinds and right proportions of capital expansion, and we need greatly to expand and improve the number and the quality of our skilled labour force."

Government must create an atmosphere conductive to such development, Mr. Taylor stated, but the onus is on private business. Although government policies are important and influential "they are by no means dominant in affecting economic trends. It is the decisions and the actions taken by businessmen, by trade union leaders, by bankers, investment institutions and trade associations, that are at least as important and influential, and normally a good deal more important and more influential on economic growth than government policies and operations."

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Changes in Provincial Workmen's Compensation Laws in 1964

Six provinces amend Workmen's Compensation Acts, Manitoba and Quebec increase disability pensions for past accidents. Ontario removes age limit for payment of children's allowances

The Workmen's Compensation Acts of Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Quebec were amended. Of special importance, among the changes made, were the provisions in Manitoba and Quebec increasing disability pensions in respect of past accidents.

The Newfoundland Legislature increased from $4,000 to $5,000 the maximum yearly earnings on which compensation may be paid.

Manitoba and Ontario set higher minimum payments for total disability. In Ontario it was further provided that a permanently disabled workman who becomes entitled to payment for any temporary disability arising out of the original accident may be paid compensation based on his current earnings, if higher than his earnings at the time of the original accident.

In Ontario, the age limit for the payment of children's allowances was removed, and payments may now be made, at the Board's discretion, as long as a child is continuing his studies. Provision was also made in Ontario for a common law wife to receive benefits under conditions laid down in the Act.

Increased expenditures for rehabilitation services were authorized in Manitoba and Ontario.

The Nova Scotia Board was given discretionary authority to consider silicosis claims filed outside the five-year time limit prescribed by the Act.

Amendments in Ontario provide that accident prevention associations are to carry on the work of education in accident prevention, subject to the control of the Board.

The Quebec Workmen's Compensation Commission was empowered to establish a special fund, similar to the second injury funds of the other provinces.

Disability Benefits

In Manitoba, the minimum compensation payment for permanent total disability was raised from $25 a week to $150 a month (or average earnings, if less). The new minimum was made applicable to all accidents occurring after June 1, 1964. At the same time, the Legislature provided that all disability awards in respect of injuries that had occurred before August 5, 1959 should be upgraded on the basis of the same minimum payment.

Provision was made for increases in past pension awards in accordance with the following formula:

1. Where a person was receiving compensation for permanent total disability immediately before June 1, 1964, his payment after that date could not be less than $150 a month, subject to the limitation that the adjusted pension could not be more than 150 per cent of the compensation previously payable.

2. Where a person was receiving compensation for permanent partial disability immediately before June 1, 1964, his pension, as upgraded, could not be less than the percentage of $150 a month corresponding to his degree of disability as determined by the Board, subject to the limitation that the adjusted pension could not be more than 150 per cent of the compensation previously payable.

The Quebec Legislature made provision for increases in all existing permanent total and permanent partial disability awards arising from accidents that happened in the period between September 1, 1931, when the Act first went into effect, and January 1, 1960. Beginning from September 30, 1964, all such payments are to be increased by a specified percentage, the percentage varying with the date of the accident.

The percentage to be added to present payments of compensation, varying with the period in which the accident occurred, is as follows:

from September 1, 1931 to July 1, 1947: 60%
from July 1, 1947 to February 1, 1952: 40%
from February 1, 1952 to January 1, 1955: 27%
from January 1, 1955 to January 1, 1960: 10%

The periods in respect of which different percentages apply correspond to the dates of successive changes in the ceiling on earnings, the ceiling having risen from $2,000 to $2,500 in 1947, to $3,000 in 1952, to $4,000 in 1955, and to the present $5,000 figure on January 1, 1960.

The obligation to pay the increased amounts falls on the Accident Fund or the employer, as the case may be, in the same manner as with the original payment of compensation. The Explanatory Notes on the Bill stated that an actuarial study of the reserve fund had shown that the increases would not necessitate any additional assessment on employers who contribute to the Accident Fund.

In Newfoundland, the ceiling on earnings for compensation and assessment purposes was raised from $4,000 to $5,000 a year, effective from January 1, 1965. The ceiling remains $4,000 in the case of accidents occurring between April 1, 1961 and January 1, 1965, and $3,000 in the case of accidents that occurred before April 1, 1961, when the ceiling was last raised.

In Ontario also, higher minimum payments for total disability were put into effect. Increases were from $15 to $30 a week for temporary total disability, and from $100 to $130 a month for permanent total disability.

Another amendment in Ontario provided that a permanently disabled workman who becomes entitled to payment for any temporary disability, by reason of any matter arising out of his original accident, may be paid compensation based on his current earnings, if higher than his earnings at the time of the original accident.

The section of the Quebec Act that sets out the method of calculating the compensation payable in permanent partial disability cases was revised to conform with the practice followed by the Workmen's Compensation Commission; and reference to the wage-loss method of calculating compensation, which is no longer followed in the administration of Canadian workmen's compensation laws, was deleted.

As previously worded, this section provided for the payment of compensation on the basis of difference in earnings before and after the accident; but the Commission was authorized, where possible, to use the alternative method of awarding compensation on the basis of the physical impairment of the workman. The section, as revised, provides that a workman with a permanent partial disability is entitled to a weekly compensation payment for life in an amount established according to the degree of his disability, and calculated on 75 per cent of his average weekly earnings during the 12 months preceding his accident, or during any lesser period of service with his employer.

Death Benefits

In Manitoba, the maximum allowance for funeral expenses was raised from $200 to $300. Another amendment provided that the amount paid for a burial plot is to be excluded in calculating the maximum compensation payable in death cases, which, under the terms of the Act, is 75 per cent of the workman's average monthly earnings.

In Quebec, the increased funeral benefit of $600 provided for in 1963 was made applicable to all deaths occurring after July 31, 1963. As enacted, this provision applied only to deaths resulting from accidents that happened after that date.

Provision was made in Ontario for a common law wife to receive benefits, at the discretion of the Board, if there is no dependent widow. A common law wife may be paid compensation if she had lived with the workman for the two years immediately preceding his death and had borne him one or more children or, if there are no children, if she had lived with the workman for the six years preceding his death.

As a result of another amendment in Ontario, payments may now be made, at the Board's discretion, in respect of a child for as long as he is continuing his studies. Previously, payment of benefits could be continued only to the end of the school year in which a child reached the age of 18.

The section of the Newfoundland Act that limits the total monthly compensation to dependants to 75 per cent of the workman's average earnings was amended, providing further protection for the family of the low-paid wage-earner. The Act provides that where the total monthly compensation exceeds 75 per cent of the workman's earnings it is to be reduced to that percentage; but that pensions of $75 to a widow, $25 to a child and $35 to an orphan child are to be paid, without reduction, up to a total of $150 or less. The amendment provides, in addition, that where benefits at the above rates total more than $150 they may not be reduced below $150.

Medical Aid

The Newfoundland Board was authorized to pay a clothing allowance not exceeding $100 a year to enable a workman to have clothing that is damaged or worn by the use of an artificial member or other apparatus kept in repair or replaced. This amendment will go into force on January 1, 1965. Two other provinces—Manitoba and Saskatchewan—provide for a clothing allowance.

The section of the Prince Edward Island Act setting out the right of an injured workman to medical aid was amended to replace the words "artificial members and apparatus" with the words "prosthetic appliances." The section now states in part that "every such workman shall be entitled to such prosthetic appliances . . . as may be necessary as a result of any accident."

The Nova Scotia provision that enables the Board to reopen and review any claim was amended to authorize the Board to review any finding or decision of a medical review board made between April 12, 1957 and April 13, 1962. (Provision was made in the Act on August 12, 1957 for a medical review board, and an amendment of April 13, 1962 provided that the findings of such a board were to be effective from the date on which the board was appointed.)

Another Nova Scotia amendment empowers the Minister of Labour, upon an application for a medical review board, to refer the matter to a medical referee, if it has not been previously referred to a referee. The report of the referee is to be submitted to the Workmen's Compensation Board. Under the former provision, the same matter could not be dealt with by both a referee and a medical review board.

In Quebec, doctors, hospital officials and medical experts who examine or care for injured workmen are now required to submit their first reports containing their findings, treatments and recommendations within six days. Later reports are to be furnished as required.

Silicosis Claims

The Nova Scotia Board was given discretionary power, upon the written application of the workman, to reconsider a claim for compensation for silicosis that it had previously rejected because it was not filed within the prescribed five-year period following termination of employment, or to consider a new claim made after the expiration of the five-year period.

Rehabilitation

Amendments in Manitoba and Ontario will enable the Boards to increase their expenditures for rehabilitation services. In Manitoba, the ceiling of $30,000 on the amount which the Board may spend in a year on vocational training was removed, and in Ontario the Board was empowered to spend such amount over and above the former $200,000 ceiling as might be authorized by the Lieutenant-Governor in Council.

Accident Prevention

Accident prevention associations (associations of employers) in Ontario were brought under the control of the Board, and the Act was further amended to state that the purpose or function of such associations is "education in accident prevention."

The Quebec Act was also amended to require an accident prevention association (as in Ontario, composed exclusively of employers) to be representative of workmen as well as employers, if it wishes to have its rules made binding by the Lieutenant-Governor in Council.

Special Fund

The Quebec Commission was empowered to establish a special fund (like the second injury funds in other provinces) to help defray the costs and compensation arising by reason of an accident to a workman handicapped by reason of a previous accident, a congenital infirmity or a pathological condition. The Commission was authorized to add a percentage or additional sum to the assessment of any or all classes of industry in Schedule I in order to establish this special fund.

Coverage

An amendment to the Quebec Act removed a restriction that formerly applied with respect to the coverage of employees of the Provincial Government, municipal and school corporations and other public bodies. Previously, these employees were covered only if they were engaged in employment that would be within the scope of the Act if carried on by a private employer. All such employees are now covered. These public bodies are included in Schedule II of the Act, which sets out the industries in which employers are individually liable for the payment of compensation.

Administrative Provisions

As a means of promoting safer working practices in industry, the Ontario Board was authorized to adopt a demerit system whereby an employer's assessment would be increased if his accident record was consistently higher than the average for the industry. Details of a demerit system would be laid down in regulations. A merit rating system under which employers with a favourable accident record have their assessments reduced is already provided for in the Act.

A Quebec amendment provided that any agreement between an employer who is individually liable for the payment of compensation and the workman or his depend-

ants with regard to compensation must be approved by the Commission. A provision permitting an exception to this rule in the case to temporary disability lasting for less than four weeks was deleted.

Under another Quebec amendment, the Commission is authorized to deduct from a workman's periodic compensation payments the equivalent of any advance payment made to the workman by a welfare or insurance service during his period of disability and to refund the amount to the service concerned.

A further Quebec amendment gives the Commission express authority to add to Schedule I (industries in which employers are required to contribute to the Accident Fund) an industry mentioned in Schedule II (industries in which employers are individually liable to pay compensation).

The Nova Scotia Board was authorized to establish and maintain a branch office, with a medical officer, at or near Sydney. This provision is to go into force on proclamation.

Fishermen—Individual Liability

An amendment was made to the Workmen's Compensation Act, No. 30 of 1948, of Newfoundland providing for increased benefits to members of the crew of a fishing vessel. This Act, the predecessor of the present Workmen's Compensation Act, remains in effect only with respect to deep-sea fishermen and renders the employer individually liable for the payment of compensation.

The Act provides that members of the crew of a fishing ship registered in Newfoundland or operated by an employer residing in or having his principal place of business in the province are to be deemed workmen within the meaning of the Act, notwithstanding that they are paid wholly or mainly by shares in the profits or gross earnings of the ship. The amendment, effective from January 1, 1965, increases the ceiling on the earnings or average earnings of any such fisherman from $700 to $2,000 a year.

Legislation Dealing with Apprenticeship and Trade Training Enacted in 1964

Ontario enacts Apprenticeship and Tradesmen's Qualification Act and New Brunswick passes Tradesmen's Qualifications Act

At the 1964 sessions of the provincial legislatures, two provinces enacted new legislation designed to promote the training of more skilled workers and to give due and proper recognition to qualified tradesmen. Ontario passed the Apprenticeship and Tradesmen's Qualification Act, 1964, and New Brunswick the Tradesmen's Qualifications Act.

ONTARIO

The Ontario Apprenticeship and Tradesmen's Qualification Act, 1964, the first major revision of the apprenticeship legislation since 1928, follows in general the lines suggested by the Select Committee on Manpower Training, which submitted its report in February 1963.

When introducing the Bill, the Minister of Labour said:

> Our desire to streamline the Act in the light of present-day conditions has resulted in a number of important changes in the legislation. For example, to make provision for the formal recognition of tradesmen; to meet the evident need for more skilled workmen who will be required in this province in the years ahead; to encourage the training of people already in industry to enable them to cope with the technological changes which are so rapidly taking place; to help provide opportunities for many of the young people of the province who will be graduating from secondary school in the years ahead.

In line with these objectives, the new Act, which will come into force on proclamation, provides not only for the training of apprentices but also for the introduction of compulsory certification in key trades and for the extension of the voluntary system. Some changes in administration have also been introduced to bring the Act into line with current administrative practices.

Other new provisions make the Crown subject to the same duties as other employers of apprentices, and require contractors with provincial government construction contracts to employ the prescribed complement of apprentices.

The responsibility for the administration of the legislation is now vested in the Director of Apprenticeship, who will be responsible to the Minister. Previously, the apprenticeship program was carried out by the Apprenticeship Branch, under the direction of the Industry and Labour Board.

Implementing the Select Committee's recommendation for a continuing program of research into manpower problems, the Act not only makes the Director responsible for apprenticeship training programs, but also requires him to undertake, or collaborate in studies or investigations to determine training and supply requirements in any trade.

To carry out his duties, the Director is given broad powers to inspect the premises, equipment and training facilities of employers, to examine books, payrolls and other records, to take extracts and to order the production of documents.

In addition, the Director has been given authority to deal with special situations. He is now empowered to enrol as an apprentice, or to grant a certificate of proficiency or a certificate of qualification to any person who, because of physical incapacity or some other special circumstance, has been unable to take or complete the prescribed course of study or training.

The joint provincial advisory committees have been retained, but members are to be appointed by the Minister rather than by the Industry and Labour Board as formerly. Members are now to be appointed for a fixed term (one, two or three years) and will not be eligible for re-appointment for at least two years, a change recommended by the Select Committee. Also, these committees are now to play a strictly advisory role, and no longer have the power to make regulations, another amendment advocated by the Select Committee.

The use of local apprenticeship committees to advise and assist the Director with local problems relating to apprenticeship or tradesmen's qualifications has been continued, but members are now to be appointed by the Director rather than by the provincial advisory committees as heretofore.

Definition of Apprentice

In the new legislation, the definition of apprentice has been simplified to cover any person 16 years and over who has entered into a contract with his employer to receive training and instruction in a trade.

In line with this change, the definition of employer has also been expanded to include not only the Crown and any public authority but also the Ontario Apprenticeship Institute and any local apprenticeship committee, thereby making it possible to indenture apprentices to a public authority or to one of the other bodies referred to above, instead of restricting contracts to individual employers as has been the custom.

This amendment was based on a recommendation of the Select Committee with particular reference to the building trades. The Committee suggested that if such a procedure were adopted it would facilitate transfers between individual employers and would reduce the risk of a layoff's interrupting the planned progression of an apprentice through the entire system. It would also help to provide apprentices with more comprehensive and well-rounded on-the-job training.

The Minister of Labour is empowered to make agreements with the Minister of Labour of Canada respecting apprenticeship and manpower training, subject to the approval of the Lieutenant Governor in Council.

In addition, the new Act recognizes the desirability of encouraging apprenticeship programs in general industry, and authorizes regulations providing for approval by the Director of apprentice training programs established by employers.

In its report, the Select Committee said that far too little training of a formal nature was being carried on in general industry, and it urged that something immediate be done to correct this situation. In the Committee's view, training programs in industry should be tailored to the needs of particular firms or industries. It would be most unrealistic, for example, to attempt to develop a general apprenticeship program for machinists that would be equally applicable to all types of manufacturing. Instead of this, firms should be given as much leeway as possible in the development of their individual programs.

The Committee thought, however, that some regulation was necessary, and it recommended that the appropriate authorities draw up minimum standards applicable to various types of apprenticeship in general industry, and that they provide a provincial seal of approval to be affixed to those company certificates that are awarded under programs that meet those standards. They stated:

> . . . At the very least, such standards should include specifications as to the desired length of particular types of apprenticeship programs and the minimum amounts of related classroom instruction which should be required. In addition, no Provincial stamp of approval should be offered in the absence of periodic field trips designed to check on the calibre of the on-the-job training provided under particular programs. Such investigations should not be viewed as policing actions but rather as little more than general inspection tours. By no means should any attempt be made to dictate the detailed contents of individual company programs.

Definition of a Trade

Unlike the former legislation, the new Act does not list the apprenticeable trades, but it authorizes regulations defining a trade and establishing an apprentice training program for any trade or group of trades.

Once an apprentice training program has been established for any trade, every newcomer to the trade must register as an apprentice within three months. If he does not register within the prescribed time limit, he must obtain a special authorization from the Director in order to continue working in the trade.

It is also mandatory for an employer employing any person under 21 years of age who is neither an apprentice nor a holder of either a certificate of apprenticeship or a certificate of qualification in that trade to notify the Director immediately, giving the particulars of the employment and the name and address of the employee. The Director, in turn, must inform the person concerned of his rights and duties under the Act.

Another provision designed to promote apprenticeship training makes it obligatory for a contractor with a public works contract to employ the prescribed number of apprentices in the trades in which training programs are in effect.

The minimum term for a contract of apprenticeship remains two years. A new feature is that a contract will not be considered to have been violated if the apprentice engages in a lawful strike.

Besides updating the apprenticeship provisions, the new Act takes into account the need to provide qualified tradesmen with some tangible evidence of their skill and training, and it provides for both compulsory and voluntary certification.

Compulsory Certification

The Minister said that the Government had decided to establish compulsory certification in a number of key trades, and to extend voluntary certification to a number of other trades in which no certificates of qualification had previously been available. He emphasized that compulsory certification was a step designed, not to restrict tradesmen but to "enhance their standing by enabling them to provide themselves, their employer or prospective employers, and the general public with positive proof of their qualifications." He added:

> The value and effectiveness of such compulsory certification has already proved itself in three trades in the province, motor vehicle repair, hairdressing, and barbering. The improved standing which these trades have experienced since gaining compulsory certification has made it obvious that extending this feature to other trades will benefit all concerned.

Trades in which certification is to be compulsory are to be designated by regulation. The Lieutenant Governor in Council is empowered to designate any trade as a certified trade and to provide for separate branches or classifications within a trade.

After a trade has been certified, no person, other than an apprentice or a tradesman already practising the trade, may work without a certificate of qualification.

So that the introduction of the compulsory system will not cause any hardship, persons already in a trade at the time of designation are given two years in which to qualify for a certificate of qualification. Anyone practising a trade when compulsory certification is introduced may qualify for a certificate of qualification, if he

> (a) is the holder of a certificate of apprenticeship in the trade;
>
> (b) shows proof of having worked as a journeyman in the trade for a period in excess of the apprenticeship period prescribed for that particular trade; or
>
> (c) satisfies the Director that he is qualified to work in the trade, and meets such other requirements as may be prescribed.

As indicated above, voluntary certification is also to be extended. The Act does not list the trades in which the voluntary system is to apply, but leaves such details to be dealt with by regulation.

The useful role to be played by private trade schools in the program for training and developing manpower in Ontario is again recognized. The Act does not set any standards for such schools, but it authorizes regulations to deal with such matters as licensing, courses of study and methods of training. The Select Committee had recommended that private trade schools and correspondence schools as a group should not be prohibited or regulated out of existence; but it had said there must be constant vigilance and repeated inspections by competent persons familiar with the training in question, to ensure that such schools are offering nothing less than they purport to offer.

Enforcement provisions have been strengthened in the new Act. It is now an offence to withhold any information regarding the work or training conditions of apprentices or to misrepresent the facts, or to use a certificate issued to another person in order to obtain employment or business. The maximum penalty for a violation of the legislation has been increased to $1,000.

Another new enforcement provision is designed to ensure that apprentices receive the wages due them. In addition to any fine imposed, a magistrate may now order an employer who has been convicted of

failure to pay an apprentice the required wages to pay to the Director the amount owing to the apprentice, to be held in trust for him. A copy of this order may be filed in a division court, or in a county court if the amount is over $400.

NEW BRUNSWICK

The New Brunswick Tradesmen's Qualifications Act, which went into force on October 1, 1964, provides for the establishment of a system of compulsory certification in designated trades. It replaced the Trades Examination Act, a 1949 measure that introduced the voluntary system previously in effect in five trades.

The new Act is patterned after other provincial Acts of the same name. Trades are not designated in the Act, but the Lieutenant Governor in Council is empowered to bring any trade within the scope of the Act.

After a trade has been designated, it will be illegal for an employer to employ any person in that trade without a certificate of qualification, unless he has an apprenticeship certificate or is undergoing apprenticeship training.

The Act provides for the appointment of a board of examiners, with examiners in each trade, to prescribe examinations and examine candidates for certificates of qualification.

After compulsory certification has been introduced in any trade, an employer is guilty of an offence if he employs an unlicensed person, and on summary conviction is liable to a fine of up to $100.

Industrial Fatalities in Canada during Second Quarter of 1964

Deaths from industrial accidents in year's second quarter totalled 228, of which 55 occurred in manufacturing industry

Up to the end of August, the Department of Labour had received reports on 228* industrial fatalities that occurred in Canada during the second quarter of 1964.

During the previous quarter, 278 fatalities were recorded. This is 38 more than the previously published preliminary total of 240 (L.G., July, p. 560).

In the second quarter of last year, 281 fatalities were recorded—49 more than the preliminary figure of 232 (L.G., Oct. 1963, p. 884).

During the second quarter of 1964 there were two multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to eight.

Four crew members of an aerial survey died in the wreckage of their plane that crashed on take-off at Thompson, Man., on April 1. Four employees were killed, or died later of injuries received, in an explosion and fire that destroyed a soap plant at North Edmonton, Alta., on June 2.

Industrial Distribution

The largest number of fatalities, 55, occurred in the manufacturing industry. Of the 55 fatalities, 14 were in iron and steel products, 8 in transportation equipment, 7 in food and beverages, 6 each in wood products and chemical products, 4 each in non-ferrous metal products and non-metallic mineral products, 2 each in paper products and miscellaneous products, and 1 each in textile products and electrical apparatus and supplies.

In the construction industry, 12 of the 42 fatalities were in buildings and structures, 11 in highways and bridges, and 19 in miscellaneous construction.

The 38 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 15 in local and highway transportation, 11 in railway transportation, 4 in water transportation, 3 each in air transportation and in communication, and 2 in storage.

In the mining and quarrying industry, 14 of the 23 fatalities were in metal mining, 3 in coal mining, and 5 in non-metal mining and quarrying.

In the logging industry 22 fatalities were recorded.

The remaining 48 fatalities that occurred during the quarter were distributed as follows: 19 in the service industry, 14 in agriculture, 7 in public utilities, 5 in trade, and 3 in fishing and trapping.

* See tables H-1 and H-2 at back of this issue.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Analysis by Cause

An analysis of the 228 fatalities during the second quarter of 1964 shows that 55 (24 per cent) were the result of "being struck by different objects;" 42 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc., 9 were caused by moving vehicles; and 4 were the result of being struck by tools, machinery, cranes, etc.

Fifty-two fatalities were caused by falls and slips; all but nine were the result of falls from different levels, such as buildings, roofs, scaffolds, bridges, etc, into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Thirty-five fatalities were caused by collisions, derailments, wrecks, etc.; 18 of these involved automobiles and trucks, 7 involved tractors and loadmobiles, 5 involved aircraft, 3 involved railways, and 1 each involved watercraft and other transportation agencies.

Twenty-four fatalities were in the category of being caught in, on or between; most of them involved tractors, loadmobiles, automobiles, trucks, and hoisting or conveying apparatus.

Twenty-one fatalities were the result of inhalations, absorptions, asphyxiations and industrial diseases.

The remaining 41 fatalities were distributed as follows: 16 were the result of conflagrations, temperature extremes and explosions; 11 were the result of exertions; 8 were caused by electric current; 5 were under the heading of miscellaneous accidents, and 1 was in the category of striking against or stepping on objects.

Province of Occurrence

By province of occurrence, the largest number of fatalities, 87, was in Ontario. In British Columbia there were 38, in Quebec 31, and in Alberta 23.

During the quarter, there were 63 fatalities in April, 80 in May, and 85 in June.

Employment and Unemployment, September

Employment decreased by 203,000 to 6,754,000 between August and September. But unemployment, too, dropped during the month, by 29,000 to 218,000.

The decline in employment was above average for the month as a record influx of students into summer employment was followed by a sharp decrease in employment on the re-opening of schools in September. Between August and September, the drop in employment of persons 14 to 24 years of age amounted to 272,000; the decline was partly offset by a gain of 69,000 among persons 25 years of age and over, most of it among women.

Unemployment in September represented 3.1 per cent of the labour force, the lowest rate for the month since 1956. The rate in August was 3.4 per cent, and in September last year, 3.7 per cent.

Seasonally adjusted, the unemployment rate was 4.5 per cent in September, 4.8 per cent in August and 5.3 per cent in September 1963.

In September, employment was higher by 189,000 and unemployment lower by 32,000 than in September last year.

The labour force, at 6,972,000, was 157,000 (2.3 per cent) higher than in September 1963.

Employment

The employment decline between August and September was mainly in the non-farm sector. Much of the decline during the month occurred in the service-producing industries that had provided many of the summer jobs for students. Farm employment decreased seasonally, accounting for about one fifth of the total decline.

Total employment remained well ahead of a year earlier, however. The September estimate, 6,754,000, represented an increase of 189,000 (2.9 per cent) over the estimate in September 1963. In non-agricultural industries the increase was 221,000 (3.8 per cent).

The largest advance was in manufacturing, where employment was up by approximately 100,000 over the year. Other industries showing large increases were service and trade.

Employment was higher than a year earlier in all regions. The gains were largest in British Columbia, where the increase was 4.7 per cent, and in Ontario, where it was 3.2 per cent.

Unemployment

Unemployment decreased by 29,000 to 218,000 between August and September. The decline was mainly among teen-agers and was largely associated with the re-opening of schools.

Compared with a year earlier, unemployment was down 32,000. The decline was almost entirely among men.

Of the 218,000 unemployed in September, some 153,000, or 70 per cent of the total, had been out of work for three months or less. An estimated 27,000 had been seeking work for four to six months, and 38,000 for seven months or more.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1964	September 1963	September 1964	September 1963	September 1964	September 1963	September 1964	September 1963
Metropolitan	—	—	3	4	9	8	—	—
Major Industrial	—	1	11	10	15	15	—	—
Major Agricultural	—	—	1	1	13	12	—	1
Minor	—	—	8	9	47	46	2	2
Total	—	1	23	24	84	81	2	3

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Quebec-Levis St. John's Vancouver-New Westminster	Calgary Edmonton →HALIFAX Hamilton Montreal Ottawa-Hull Toronto →WINDSOR Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		Corner Brook Cornwall Granby-Farnham-Cowansville Lac St. Jean →OSHAWA Saint John Shawinigan Sherbrooke Sydney Trois Rivieres VICTORIA ←	Brantford Fort William-Port Arthur Guelph →JOLIETTE Kingston Kitchener London Moncton New Glasgow →NIAGARA PENINSULA Peterborough Rouyn-Val d'Or →SARNIA Sudbury Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Thetford-Megantic-St. Georges	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		Campbellton Kamloops Newcastle Prince George-Quesnel STE. AGATHE-ST. JEROME ← ST. STEPHEN ← Sorel Victoriaville	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller →DRUMMONDVILLE Edmundston Fredericton Galt →GASPE Goderich Grand Falls Kentville Lachute-Ste. Therese →LINDSAY Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore Rimouski St. Hyacinthe St. Jean St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Continued in col. 4	Listowel →WEYBURN Cont. from col. 3 SWIFT CURRENT ← Trail-Nelson Truro →VALLEYFIELD Walkerton Woodstock, N.B. Woodstock-Tillsonburg Yarmouth

→The areas shown in capital letters are those that have been reclassified during the month: an arrow indicates the group from which they moved. For an explanation of the classification used see page 844, September issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	Sept. 19	6,972	− 3.2	+ 2.3
Employed (000)	Sept. 19	6,754	− 2.9	+ 2.9
Agriculture (000)	Sept. 19	674	− 5.6	− 4.5
Non-agriculture (000)	Sept. 19	6,080	− 2.6	+ 3.8
Paid workers (000)	Sept. 19	5,581	− 3.1	+ 3.7
At work 35 hours or more (000)	Sept. 19	5,738	+ 3.3	+ 2.2
At work less than 35 hours (000)	Sept. 19	774	+ 11.5	+ 2.8
Employed but not at work (000)	Sept. 19	242	− 65.7	+ 21.6
Unemployed (000)	Sept. 19	218	− 11.8	− 12.8
Atlantic (000)	Sept. 19	34	+ 13.3	0.0
Quebec (000)	Sept. 19	84	− 16.0	− 22.2
Ontario (000)	Sept. 19	55	− 19.1	− 3.5
Prairie (000)	Sept. 19	20	− 13.1	− 13.1
Pacific (000)	Sept. 19	25	− 3.9	− 10.7
Without work and seeking work (000)	Sept. 19	208	− 10.0	− 12.2
On temporary layoff up to 30 days (000)	Sept. 19	10	− 37.5	− 23.1
Industrial employment (1949=100)	July	133.7	+ 0.2	+ 4.6
Manufacturing employment (1949=100)	July	122.6	− 1.3	+ 4.9
Immigration	1st 6 mos.	51,323	—	+ 23.8
Destined to the labour force	1964	26,129	—	+ 22.3
Strikes and Lockouts				
Strikes and lockouts	September	63	− 7.4	0.0
No of workers involved	September	9,039	− 20.8	− 5.7
Duration in man days	September	104,010	− 3.9	+ 20.5
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	July	$86.75	+ 0.2	+ 4.1
Average hourly earnings (mfg.)	July	$ 2.01	− 0.5	+ 4.1
Average hours worked per week (mfg.)	July	40.9	− 0.7	+ 0.5
Average weekly wages (mfg)	July	$82.10	− 1.4	+ 4.7
Consumer price index (1949=100)	September	135.6	− 0.4	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	July	144.5	− 1.3	+ 3.1
Total labour income $000,000.	July	1,977	− 0.9	+ 8.9
Industrial Production				
Total (average 1949=100)	August	207.6	+ 5.3	+ 9.1
Manufacturing	August	185.6	+ 6.4	+ 9.2
Durables	August	180.9	+ 1.8	+ 13.6
Non-durables	August	189.7	+ 10.5	+ 5.9
New Residential Construction (b)				
Starts	September	11,633	− 1.3	+ 6.5
Completions	September	11,504	+ 35.5	+ 6.4
Under construction	September	75,466	− 0.1	+ 7.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Canadians Design Stair-Climbing Wheelchair

Design by two Canadians is best of entries from many nations in competition sponsored by U.S. President's Committee on Employment of the Handicapped, and is winner of $5,000 prize

Two Canadians have designed a wheelchair that will go up and down stairs. With it they have won a prize of $5,000 that was first offered in 1960 for such a design.

The competition, sponsored by the President's Committee on Employment of the Handicapped, with the National Inventors' Council of the U.S. Department of Commerce designated to receive and screen the entries, drew entries from many countries.

Neville E. Hale and Kenneth Gardner of Hale and Associates, engineering consultants of Toronto, Ont., have developed a chair which has been judged to meet the specifications and to be the best of those submitted.

The rules of the competition required the wheelchair to weigh from 50 to 75 pounds and be able to carry a person of maximum weight of 200 lbs. It must be collapsible and of such size that it can be carried in an automobile. It must be capable of negotiating any stairs with average-height risers and variable depth of treads and be able to turn on any stair landing large enough for a wheelchair to manoeuvre. It should, if possible, permit the occupant to negotiate the stairs without assistance.

The chair has four wheels, the two front ones being larger than those at the rear, which swivel. These wheels support the chair when the occupant is travelling over ordinary ground.

To climb or descend stairs, the occupant presses two levers which bring a continuous-tracked belt into contact with the stairs.

The chair is hand-operated but the inventors are working to develop a power-operated model to run from a battery.

The chair was built by Associated Tool & Manufacturing Ltd. of Toronto and drew wide interest when it was demonstrated at the Canadian Trade Fair in Philadelphia.

Domestic Training Courses Established

An experiment in Regina has established guidelines for a developing domestic training program in Saskatchewan for teenage girls who, because of mild mental and physical disabilities, were without a sufficient education to be eligible for vocational training.

With the assistance of the Saskatchewan Co-ordinating Council on Rehabilitation an advisory committee was established including representatives of the Co-ordinating Council, the Department of Education, the Department of Public Health, the Regina Public School Board, the Harrow de Groot School for the Mentally Retarded, the National Employment Service, the Saskatchewan Council for Crippled Children and Adults, and the Regina Council of Women.

Six students were selected for this experiment. Ranging in age from 15 to 18, they suffered from such disabilities as cerebral palsy, hemiparesis and epilepsy, and were all persons with low educational achievement.

Instruction was provided by classroom teaching and practical work at the Physical Restoration Centre and the Harrow de Groot School. In addition, a group of women who were interested in rehabilitation provided practical instruction in their homes. The students spent one day each week in these selected homes.

Subjects covered included child care, cooking, nutrition, cleaning, laundry methods, sewing, meal planning, shopping and money management. A good deal of time was spent on personal hygiene, grooming, deportment and work attitudes in an effort to prepare the girls socially and psychologically for the working world.

At the conclusion of the three-month course, two girls had jobs waiting and three went home to use their training there. The sixth girl was thought to be not yet ready for regular employment and a training-on-the-job situation was being sought for her.

The interest of the community was evident; more homemakers than required offered their services to provide home instruction.

This experiment has led to the drawing-up of regulations for the holding of such courses under the provisions of the federal-provincial Technical and Vocational Training Agreements. Three courses were held in Saskatchewan during the past year. Ten girls have been trained at the Harrow de Groot School in Regina, twelve at the Weyburn White Cross Centre, and ten at a course in Saskatoon conducted by the Saskatchewan Council for Crippled Children and Adults.

Older Workers in a Changing Employment Environment

Address by the National Co-ordinator, Civilian Rehabilitation

Until comparatively recent times, changes that affected the social and economic life of man tended to be gradual. But now, industrialization, urbanization and rapidly changing technology have greatly increased the rate of change.

At the same time our philosophy has changed from "survival of the fittest" through the "custodial" to the nobler concept that all individuals should have an opportunity to be self-sufficient, as envisaged in the Universal Declaration of Human Rights in 1948, said Ian Campbell, National Co-ordinator, Civilian Rehabilitation Branch, in an address last month to the OECD International Management Seminar on Job Re-design and Occupational Training for Older Workers.

Why, in the face of enlightened concepts, advances in knowledge, and when the material needs of man are far from satisfied, should we have the problem of underemployment of the older worker?

One reason is that in industrialized nations, changes have taken place in the age structure of populations. Medical science has improved health and increased the life span, and in addition, fertility and migration, with the political, economic and social factors which influence them, have resulted in an increasing proportion of older people and of older members of the labour force. This latter change has also been affected by the re-entry of married women into the labour force and by the later entry of young people.

How is an older worker identified? It was generally agreed at the OECD Seminar on Age and Employment at Stockholm in 1962 that the "older worker" be considered as someone in the second half of working life, someone approximately 40 years of age or older. In Canada we refine this a little to include anyone who encounters difficulty in obtaining or retaining employment because of advancing age.

Rapid changes in the work pattern have profoundly affected the prospects of this group. There has been an increase in white collar and service occupations, a decline in the demand for unskilled labour, a severe decline in primary occupations such as agriculture and fishing; the working day, week and year have been reduced; and new technology demands higher levels of education and training and a greater need for flexibility and adaptability on the part of the worker.

Rapid changes in industrial patterns present problems of adaptability for all members of society. Solving these problems may be more difficult for the older person, whose skills and experience may be obsolescent, and whose education may be inadequate for the new job.

A person's status in the community is largely determined by his type of occupation and his level of earnings. If these are lowered by unemployment or downgrading, the social effect that results is detrimental. Then, too, there is the effect of long unemployment which results in the man's becoming psychologically unemployable without rehabilitation.

It is economically impossible to improve the standard of living if increasing numbers of older persons are rejected from the productive section of society. Their capacity to consume, to produce and to share taxation is lowered, throwing a further burden on younger persons. If more young people remain at educational institutions for longer periods, this adds to the load of the productive section. This trend could result in the lowering of the national standard of living unless it is offset by a corresponding increase in productivity by those working.

In areas of labour surplus the main concern has been to educate employers and the public to recognize the capabilities of the older worker: in areas of labour shortage the emphasis has been to encourage older workers to remain in the labour force and to adapt themselves to their new jobs.

In both areas, however, there is need for education and retraining throughout the lifetime of the worker, and the workers must understand that few of them will continue in one occupation for a lifetime. To the younger worker, usually better educated and with more up-to-date skills, change should not be too difficult, but the older worker, with his generally lower education and with skills, habits, ideas and customs developed over some 20 years, will require help in the form of counselling, assessment and understanding of his situation. Employers and the public also need to be made aware of the peculiar situation of the older worker.

It is obvious that the experts are in disagreement as to its ultimate effects of automation. It is obvious that change is

inevitable and that, both in people and in nations, flexibility and a capacity to adjust thinking and customs rapidly will be required.

At the Stockholm meeting in 1962 it was generally agreed that:

1. A new and growing problem exists concerning age and employment.

2. The present nature of the problem is a complex result of many things—population structure and trends, labour market economy, rate of technological change, and social and educational patterns.

3. Three specific problems can be identified and, although related, should be given separate treatment: (a) the effect of increases in the rate of technological change in men and women past the mid-point of their working lives; (b) the transitional phase around the usual pensionable age; and (c) full retirement.

4. Semi-skilled and unskilled persons face greater problems than skilled or highly trained persons.

5. Chronological age is an unsatisfactory measure of a worker's capabilities.

6. The communication of facts obtained by research workers to the users—government, management and trade unions—to date does not appear to have been successful.

Too little of the excellent work of ergonomists and researchers has been produced in form and language readily understood at the plant level.

Growing international concern with the problems of aging was stimulated by the ILO's pronouncement in 1938, and is continuing.

The OECD has increased the practical understanding of the problem and by its organized studies has indicated various approaches that could lead to the practical application of methods that may be used at the local level.

It is significant that in areas of low unemployment, for instance Western Europe and Great Britain, research has tended to focus on job re-design and special methods for retraining older workers.

Elsewhere, studies have been undertaken concerning the characteristics of older workers, attitudes toward aging in industry, new concepts of placement methods and services, aging and the semi-skilled, the physical capacity of older workers, physiological and psychological measures, and many other subjects.

Several of these studies point out that frequently solutions can best be worked out by the individual firm. It is here that modification and job re-design can be studied, and that the understanding attitude of organized labour and management can influence constructive action.

The tendency, especially in Europe, to extend the scope of vocational rehabilitation services to include persons handicapped in other ways, such as by age, attitudes, lack of education, etc., can be of great value, especially where individual counselling, assessment and restorative services, training and placement are included. North American opinion is beginning to demand similar services.

In areas of labour surplus, research has been directed to substantiating the fact that the older worker is a good worker, therefore hiring, retention and promotion should depend upon ability rather than age. Consequently research has covered such subjects as productivity, absenteeism, accident rates, labour turnover, learning ability, and the effect of pension plans. In general these studies have indicated that the older worker is a valuable employee.

Technological change makes certain demands on the older segment of the labour force. If they are to be used effectively their jobs must be designed in a way that will not place impossible demands on their physical capacity. At the same time the designing of these jobs must meet the requirements of production. This is a challenge to the ergonomists, who must show those who can apply their principles how to take full advantage of the latent potential in the labour force and that the resultant economic growth and increased production justifies the cost of re-designing jobs.

Summary

In summary, we see that the utilization of older workers in the labour force is influenced by:

1. the increasing proportion of older people
2. the changes in work patterns resulting from rapid advances in technology
3. the increasing redundance of traditional skills and occupations
4. the lower levels of education among older workers
5. the adjustment difficulties of older persons
6. misconceptions about the capabilities of older workers

All the efforts that have been or will be made in seeking solutions to these problems will be ineffective unless jobs are designed and re-designed in keeping with the capabilities of a work force that will contain an ever-increasing proportion of older workers.

The text of the address is available free from the Division on Older Workers, Civilian Rehabilitation, Department of Labour, Ottawa.

Continuing Education

Women seeking employment after having spent several years looking after home and family are turning to adult education facilities to update their knowledge and acquire new skills

People in occupations likely to be affected by technological change are particularly aware of the need for additional education and training. Women who intend to seek employment after a number of years spent in looking after a home and children also realize the importance of updating their knowledge or acquiring new skills.

Partly as a result of this, continuing education schemes have been attracting increasing attention in recent years. Although continuing education schemes are not new, facilities for adult education have expanded considerably since the time when further education usually meant night school classes in a few commercial subjects.

Adult education facilities of various kinds may be found throughout Canada in technical and commercial schools, university extension courses, museums, art galleries, community centres, libraries, churches, and private organizations.

Various methods are used: classroom instruction, demonstrations, forums, lectures, round tables, study groups, correspondence courses, radio and television programs.

The King Edward Continuing Education Centre operated by the Vancouver Board of School Trustees is an example of present-day planning. The Centre is a day and evening school for adults that offers high school completion, senior matriculation, and vocational preparatory programs.

Before seeking outside employment after a lapse of some time spent in the home, women have many opportunities for improving their qualifications. Some training plans appeal to, and appear to be particularly adapted to these women. Two such plans offer training in teaching and in nursing.

Teacher education is available at the University of Alberta in a two-year program for adults who have high school matriculation standing. It is designed for "mature men and women between the ages of 30 and 50 who wish to obtain certification to teach in either the elementary or secondary schools."

A two-year course in nursing for women between 30 and 50 years of age who are secondary school graduates was inaugurated this year by the Quo Vadis School of Nursing in Toronto.

Its graduates will be eligible to write the examination set by the Ontario College of Nurses, and may become registered professional nurses. There is a growing trend to reduce the traditional three-year residential course for nurses to two years, thus eliminating the residence requirement.

University courses in the evening are offered in a variety of subjects that may be credited toward a university degree. At least 17 universities have extension departments. Some of these departments provide service over a wide area, sending out speakers, slides, and books. Other services, except for correspondence courses, are limited to the community where the university is located.

Correspondence courses for university credit in at least 24 subjects may be undertaken through 10 Canadian universities. Further information on these courses may be obtained from the Department of Extension, Queen's University.

Technical and vocational correspondence courses are offered by provincial governments. Short descriptions of the courses may be found in *Canadian Technical and Vocational Correspondence Courses,* available from the Publications Division, Department of Labour, Ottawa.

Vocational courses are multiplying. And attendance figures continue to rise. Many high schools are opening their doors to evening classes in everything from business English to computer knowledge.

Training for the unemployed consists of short courses lasting from six to twelve months, in approximately 90 occupations. These courses operate in about 300 centres across Canada. Registration with the National Employment Service as an unemployed person is a prerequisite to acceptance. Last year, almost 12,000 women, representing 30 per cent of the total number of trainees, received this type of training.

Hobbies may be considered part of continuing education. Besides classes of instruction in subjects usually recognized as hobby or recreational activities for women, shop subjects such as auto mechanics or woodworking may be open to them through some night school programs, such as those offered at the Ottawa Technical High School.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Asbestos Corp., Flintkote Mines & Johnson's Company, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Continental Can Co. of Canada, St. Laurent, Que.	CLC-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Papineau Plant), Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC
Eastern Canada Stevedoring & others, Toronto, Ont.	ILA (AFL-CIO/CLC)
Evans Coleman & Evans & Deeks McBride, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Ford Motor Company of Canada, Windsor, North York, Oakville & Crowland, Ont.	Auto Wkrs, (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (6), Three Rivers, Cap de la Madeleine, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Ladies' Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ont.	Public Empl. (CLC) (outside empl.)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW(AFL-CIO/CLC) (traffic empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Massey-Ferguson, Toronto, Brantford, & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que.	Empl. Assn. (Ind.)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind) .
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Northwestern Utilities, Edmonton & Cdn. Western Natural Gas, Calgary, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Electrical, Brockville, Ont.	IUE (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint	

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Walter M. Lowney, Sherbrooke, Que.	Bakery Wkrs. (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During September

(except those concluded in September)

Bargaining

Company and Location	Union
Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl).
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, IGA, Loblaws, Shop-Easy, Super-Valu & other stores, Vancouver & other centres, B.C.	Retail Clerks (AFL-CIO/CLC)
Canadair, Ville St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Chrysler Corp of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont.	UE (Ind.)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Provincial Transport, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway, Transport & General Wkrs. (CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO (unlicensed personnel)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Trucking Assn. of Quebec, province-wide	Teamsters (Ind.)

Conciliation Board

Air Canada	Machinists (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Fed. (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)

Post-Conciliation Bargaining

Motor Transport Industrial Relations Bureau (car carriers), Ont. & Que.	Teamsters (Ind.)

Industrial Inquiry Commission

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Arbitration

Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

(No cases during September)

Part III—Settlements Reached During September

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Aluminum Co. of Canada, Arvida, Alma, Beauharnois & Shawinigan, Que.—Metal Trades' Federation (CNTU): 3-yr. agreement covering 8,500 empl.—wage increases of 5¢ an hr. retroactive to May 17, 1964, 5¢ an hr. eff. Oct. 1965, and 5¢ an hr. eff. Oct. 1966; 2 wks. vacation after 1 yr. of service (formerly after 3 yrs.), 3 wks. vacation after 3 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 10 yrs. of service (new provision); new provision for 6 wks. vacation at age 60, 7 wks. vacation at age 61, 8 wks. vacation at age 62, 9 wks. vacation at age 63 and 10 wks. vacation at age 64; new supplementary vacation bonus of 14% of gross vacation pay for all empl.; Sunday premium of 20¢ an hr. introduced; company contribution toward medical plan increased to 4¢ an hr. (previously 3¢ an hr.); sickness insurance plan to provide ⅔ of wages; new provision for security against layoff for present empl. and 15-day adaptation period; rate for labourer in Oct. 1966 will be $2.35 an hr.; agreement to expire Oct. 1967.

ANGLO-NFLD. DEVELOPMENT, BOWATER'S NFLD. PULP & PAPER & NFLD. CONTRACTORS' ASSN., NFLD.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 7,000 empl.—general wage increases of 50¢ a day retroactive to May 1, 1964 and 50¢ a day eff. May 1, 1965 for day wkrs.; increases of 25¢ a cord retroactive to May 1, 1964 and 25¢ a cord eff. May 1, 1965 on piece rates; 1 wk. vacation for employees who work 200 days and 2 wks. vacation for employees who work 250 days; time and a half for work in excess of 9 hrs. per day or 54 hrs. per wk. eff. Jan. 1, 1965 (at present straight time); rate for labourer after May 1, 1965 will be $13.26 a day; agreement to expire April 30, 1966.

ASSOCIATED CLOTHING MFRS. OF THE PROVINCE OF QUEBEC, MONTREAL, QUE.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): arbitration award establishing 3-yr. agreement covering 5,000 empl.—wage increases of 7% to a maximum of 11¢ an hr. eff. Dec. 7, 1964 and 3% to a maximum of 5¢ an hr. eff. June 28, 1965; St. Jean Baptiste Day to be eighth paid holiday; increase in surgical insurance benefits; weekly sickness and accident indemnity to be $22.50 for female empl. and $30 for male empl.; agreement to expire Nov. 30, 1967.

CDN. GENERAL ELECTRIC, COBOURG & OAKVILLE, ONT.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 720 empl.—general wage increases of 6¢ an hr. retroactive to March 1964, 6¢ an hr. eff. March 1965 and 6¢ an hr. eff. March 1966; 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.) and 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); rate for labourer in March 1966 will be $2.114 an hr.; agreement to expire March 5, 1967.

CDN. GENERAL ELECTRIC, MONTREAL & QUEBEC, QUE.—IUE (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—general wage increases of 6¢ an hr. retroactive to March 5, 1964, 6¢ an hr. eff. March 5, 1965 and 6¢ an hr. eff. March 5, 1966; additional wage increase of 2¢ an hr. retroactive to March 5, 1964 for empl. in Quebec City; 3 wks. vacation after 12 yrs. of service eff. in 1965 (at present after 15 yrs.) and 4 wks. vacation after 23 yrs. eff. in 1966 (at present after 25 yrs.); rate for labourer after March 5, 1966 will be $2.029 an hr.; agreement to expire March 5, 1967.

INTERNATIONAL NICKEL CO. OF CANADA, THOMPSON, MAN.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 2,100 empl.—settlement pay for 5 mos. of $20 a mo.; wage increases of 5% eff. Sept. 8, 1964, 3% eff. Sept. 1, 1965 and 3½% eff. Sept. 1, 1966; additional classification adjustments up to 23¢ an hr.; afternoon & night shift premiums increased to 5¢ an hr. and 10¢ an hr. respectively (formerly 4¢ and 7¢); new provision for Sunday premium of 15¢ an hr.; 8 paid holidays (formerly 6); 10 days vacation after 1 yr. of service, 11 days vacation after 2 yrs. of service, 12 days vacation after 3 yrs. of service, 13 days vacation after 5 yrs. of service, 14 days vacation after 7 yrs. of service and 15 days vacation after 9 yrs. of service; contributory group life insurance increased to $5,000 after 1 mo. of service (formerly $3,000 after 6 mos. of service); weekly sickness and accident indemnity increased to $50 payable up to 32 wks. after 1 mo. of service (formerly $40 payable up to 26 wks. after 6 mos. of service); employer to pay 60% of Manitoba Hospital Insurance premiums (formerly 50%); improvements in pension plan—death benefit of $500 to be increased by additional $500 for each yr. of completed service up to total benefit of $3,000 after 5 yrs.; rate for labourer after Sept. 1, 1966 will be $2.34 an hr.; agreement to expire Feb. 28, 1967.

JOHN MURDOCK LIMITED, ST. RAYMOND, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 3-yr. agreement covering 500 empl.—general wage increases of 10% retroactive to July 15, 1964, 10% eff. July 15, 1965 and 10% eff. July 15, 1966; St. Jean Baptiste Day and Labour Day to be paid holidays; vacation pay to be 3% of gross earnings after 50 days of employment (formerly 2% payable upon termination of employment); rate for labourer after July 15, 1966 will be $1.48 an hr.; agreement to expire July 14, 1967.

NEW BRUNSWICK TELEPHONE—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 2-yr. agreement covering 700 empl.—wage increases ranging from $1 a wk. to $2.25 a wk. retroactive to Aug. 1, 1964 and from $1 a wk. to $2 a wk. eff. Aug. 1, 1965; evening and night differentials increased by 5¢ a day; differentials for clerks Class 1, supervisors and observers increased by 50¢ a wk. retroactive to Aug. 1, 1964; differentials for clerks Class 2 to be increased by 25¢ a wk. eff. Aug. 1, 1965; 3 wks. vacation after 10 yrs. of service eff. Jan. 1, 1965 (at present after 15 yrs.); 4 wks. vacation after 25 yrs. of service eff. Jan. 1, 1966 (at present after 31 yrs.); agreement to expire July 1, 1966.

POWER SUPER MARKETS, HAMILTON, OSHAWA & TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of $3 a wk. retroactive to May 1, 1964 and of $3 a wk. eff. May 1, 1965; 3 wks. vacation after 8 yrs. of service; rate for female clerk after May 1, 1965 will be $62.80 a wk.; agreement to expire July 1, 1966.

SASKATCHEWAN GOVERNMENT—SASK. GOVT. EMPL. ASSN. (IND.) (CLASSIFIED SERVICES): 1-yr. agreement covering 5,000 empl.—wage increase of 2% eff. Oct. 1, 1964; additional wage increase of 2% for certain classes of empl.; meal allowances for travelling increased by 20¢ a day; rate for clerk 1 becomes $190.74 a mo.; agreement to expire Sept. 30, 1965.

Wage settlements in the U.S. during the third quarter this year averaged 7.9 cents, bringing the median for the first nine months to 7.7 cents, compared with 7.8 cents for the same period in 1963. The 1964 third-quarter figure was almost half a cent higher than last year's.

Based on a review of 701 settlements negotiated in the third quarter, the manufacturing median fell from 6.8 cents in the second quarter to 6.6 cents, while the non-manufacturing median rose to 11.8 cents from 11.2 cents. Excluding the construction industry, the non-manufacturing median was down from 9.9 cents to 9.6 cents, and the all-industry median fell from 7.3 cents to 7.0 cents.

Settlements of at least 10 cents have been provided in 35 per cent of 1964's contracts, and deferred increases appear in 53 per cent of the pacts.

TEAMWORK in INDUSTRY

Graduation day for some 950 telephone technicians who had completed apprenticeship and skill-improvement training courses was celebrated recently by banquets and dances in seven Alberta centres. Conducted jointly by Alberta Government Telephones and the International Brotherhood of Electrical Workers, the training program featured courses in basic electricity, basic electronics and telephone transmission. Journeyman cards and certificates were presented by J. W. Dodds, AGT general manager, during special events in Calgary, Edmonton, Lethbridge, Red Deer, Medicine Hat, Grande Prairie and Peace River.

Among the guest speakers in the various centres were Raymond Reierson, Alberta Minister of Labour, and W. G. Urquhart, business manager of IBEW Local 348. During his remarks, Mr. Reierson described the extensive expansion program planned by AGT, and emphasized the importance of skill-improvement and apprenticeship training in the effective operation of a large communications network. Mr. Urquhart drew attention to the great need for labour-management co-operation in job training. "Continual joint discussions of problems affecting both labour and management may well provide the key to employee job security," he said.

Joint Consultation in Quebec Hospitals

Joint consultation between union and management representatives is both practised and promoted by hospitals in the Saguenay-Lac St. Jean district of Quebec province. During a recent interview at Hotel Dieu St. Michel in Roberval, Rev. Sister St. Thomas Aquinas said that all hospitals in the Saguenay-Lac St. Jean district were periodically invited to send union-management delegations to attend monthly meetings of St. Michel's Co-operation Committee, for the purpose of exchanging ideas and experiences in the field of hospital operations.

Emile Lajoie, industrial relations officer representing the Labour-Management Co-operation Service in the area, pointed out that St. Michel's successful plan of joint consultation had resulted in the formation of union-management co-operation committees in two other district hospitals. Still others are exploring the feasibility of establishing similar committees in their own operations. The 500 employees staffing St. Michel Hospital are members of the CNTU National Syndicate of Hospital Employees.

Rotary Club Considers Recommendation

The Rotary Club of Victoria, B.C. is considering a recommendation that its membership should help to promote better employer-employee relations in B.C. by encouraging the formation of labour-management committees in business and industry. The recommendation was made by the club's employer-employee relations committee, whose chairman, Alf Toone, is secretary-treasurer of the Victoria and District Labour Council.

Committee Offers Scholarships

Two university scholarships valued at $500 each are being offered to Grade XII students by the labour-management committee serving the Sodium Sulphate Division of Saskatchewan Minerals at Chaplin, Sask. Half the cost is to be borne by the company and half by employees, members of Local 9-678, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC).

Hospitals Practice for Emergencies

The only way for a hospital to test its emergency resources before a crisis occurs is to stage a "disaster plan exercise," which is exactly what Kootenay Lake General Hospital did recently in Nelson, B.C. Plans for the exercise were thoroughly discussed in advance by union and management representatives at meetings of the hospital's Joint Conference Committee. Members invented a mock disaster situation and then established the emergency measures needed to cope with it.

Some 50 observers from 17 hospitals in East and West Kootenay and Prince George attended the event, which was the third disaster exercise held in British Columbia.

Union and management spokesmen called the exercise an outstanding success, and hospital administrator R. H. Procter gave professional and lay staff full marks for their "excellent co-operation". Employees are represented by Local 180, Hospital Employees' Federal Union (CLC) and Local 115 of the International Union of Operating Engineers (CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during August. The Board issued seven certificates designating bargaining agents, ordered three representation votes and rejected five applications for certification. During the month the Board received 20 applications for certification and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Quebec Cartier Mining Company, Port Cartier, Que., aboard the tug *Manicouagan* (L.G., Sept., p. 797).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Sutcliffe Shipping Company Limited, Montreal, Que. (L.G., Sept., p. 797).

3. International Association of Machinists, on behalf of a unit of employees of Air Canada (Trans-Canada Air Lines) employed in its printing bureau at the Montreal International Airport, Dorval, Que. (L.G., Sept., p. 798).

4. Professional Transport Workers Union of Canada, on behalf of a unit of drivers employed in the provinces of Alberta, Saskatchewan, and British Columbia, by H. M. Trimble & Sons Ltd., Calgary, Alta. (L.G., Sept., p. 798). The General Truck Drivers and Helpers Union, Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, had intervened.

5. International Association of Machinists, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company employed in its heating plant at Sept-Iles, Que. (L.G., Sept., p. 799).

6. International Association of Machinists, on behalf of a unit of tool crib men employed in the Mechanical Department of of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., Sept., p. 799).

7. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 352, on behalf of a unit of longshoremen employed by the Quebec North Shore Paper Co. in the loading and unloading of coastal and ocean-going vessels at Baie Comeau, Que. (L.G., Sept., p. 799).

Representation Votes Ordered

1. and 2. Canadian Union of Public Employees, applicant, and Lakehead Harbour Commissioners, Fort William and Port Arthur, Ont., respondent. The proposed bargaining unit comprised mainly policemen and maintenance men. The Board ordered that two representation votes be taken, one within a unit consisting of policemen and the other in a unit consisting of maintenance men (L.G., Sept., p. 798) (Returning Officer: C. Arthur Frey).

3. Seafarers' International Union of Canada, applicant, and Norlake Steamships Co. Limited, Toronto, Ont., respondent unlicensed personnel (L.G., Sept., p. 799) (Returning Officer: M. Horenblas).

Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 14, applicant, and Louis Wolfe and Sons (Vancouver) Limited, Vancouver, B.C., respondent (L.G., July, p. 575) (See "Reasons for Judgment" below).

2. International Longshoremen's and Warehousemen's Union, Ship and Dock Foremen Local 514, applicant, and Western Stevedoring Company Limited, Vancouver, B.C., respondent (L.G., July, p. 575) (See "Reasons for Judgment" below).

3. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Reimer Express Lines Limited, Winnipeg, Man., respondent (L.G., Aug., p. 717). The proposed bargaining unit consisted of drivers and dockmen purported to be employed in Alberta by the respondent. The application was rejected for the reason that Reimer Express Lines Limited is not the employer of the employees affected.

4. D. S. Scott Employee Association, applicant, D. S. Scott Transport Limited,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

London, Ont., respondent, General Truck Drivers and Helpers Union Local No. 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, intervener, and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Sept., p. 797). The proposed bargaining unit consisted of employees of the respondent employed at its terminals located at London and Toronto, Ont., Dorval, Que., and Vancouver, B.C. The application was rejected for the reason that the applicant has not satisfied the Board that it is a properly organized and operating trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

5. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Scott International Truck Lines Limited, Winnipeg, Man., respondent (application received during month, see below). The proposed bargaining unit consisted of drivers and dockmen employed in the province of Alberta by the respondent. The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining in that it excludes the Saskatchewan employees of the company who are employed in classifications similar to those applied for.

Applications for Certification Received

1. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

2. Truckers, Cartagemen and Building Material Employees, Local Union No. 362, of the International Brotherhood of Team-

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario: five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

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sters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed in Alberta by Scott Interprovincial Truck Lines Limited, Winnipeg, Man. (Investigating Officer: G. H. Purvis) (See "Applications for Certification Rejected" above).

3. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by La Cie de Navigation du Golfe Ltee, Quebec, Que. (Investigating Officer: Miss M. P. Bigras).

4. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Superior Aggregates Limited, Port Arthur, Ont. (Investigating Officer: C. Arthur Frey).

5. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

6. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Harney Brothers Co. Ltd., Rimouski, Que. (Investigating Officer: Miss M. P. Bigras).

8. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Harney Brothers Co. Ltd., Rimouski, Que. (Investigating Officer: Miss M. P. Bigras).

9. International Brotherhood of Electrical Workers, Local Union 2085, on behalf of a unit of pilots employed in the Dew Line Division of TransAir Ltd., Winnipeg, Man. (Investigating Officer: J. S. Gunn).

10. Canadian Union of Employees of Verreault Navigation Inc., on behalf of a unit of unlicensed personnel employed by Verreault Navigation Inc., Les Mechins, Que. (Investigating Officer: R. L. Fournier).

11. Transport Drivers, Warehousemen and Helpers Union Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and dockmen employed by Edwards Transport Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

12. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 698, on behalf of a unit of employees of Alitalia Airlines, Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

13. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Levis Shipping Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

14. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Levis Shipping Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

15. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by The Michigan Central Railroad Company, The New York Central Railroad Company (Lessee), St. Thomas, Ont. (Investigating Officer: A. B. Whitfield).

16. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

17. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

18. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

19. United Steelworkers of America, Local 5197, on behalf of a unit of shed employees employed at Sept Iles, Que., by Eastern Canada Stevedoring (1963) Ltd. (Investigating Officer: R. L. Fournier).

20. United Steelworkers of America, Local 5197, on behalf of a unit of linesmen employed at Sept Iles, Que., by Eastern Canada Stevedoring (1963) Ltd. (Investigating Officer: R. L. Fournier).

Applications for Certification Withdrawn

1. Kearns Transport Employees Association, applicant, and Kearns Transport Limited, Regina, Sask., respondent (L.G., Sept., p. 798).

2. Western District Diamond Drillers' Union, Local 1005, I.U.M.M. & S.W. (Canada), applicant, and Canadian Longyear Limited, Vancouver, B.C., respondent (Yukon Territory) (L.G., Sept., p. 798).

Reasons for Judgment

in applications for certification affecting

International Longshoremen's & Warehousemen's Union — *Applicant*

and

(1) Western Stevedoring Company Limited — *Respondent*

(2) Louis Wolfe and Sons (Vancouver) Limited — *Respondent*

In Application No. 1, the Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all foremen in the Ports of British Columbia below the rank of superintendent or manager employed by the Respondent in the moving and storage of waterborne cargoes. The classifications of employees covered by this description are head foreman (otherwise described as senior foreman), foreman, and gear locker foreman. The Respondent in this application is engaged in the stevedoring business in the loading and unloading of cargoes to and from deepsea vessels at coastal ports in British Columbia. In its business it handles all types of general cargo, lumber both loose and packaged, and bulk grain cargoes.

In Application No. 2, the Applicant applies to be certified as bargaining agent for a unit of employees of the Respondent consisting of all foremen in the Ports of British Columbia below the rank of superintendent employed by the Respondent in the moving and storage of waterborne cargoes. The classifications of employees covered by the above description are foreman and spare foreman.

The Respondent in Application No. 2 handles primarily bulk cargoes—principally grain—and a small amount of general cargo. It also has a speciality of fitting ships for grain-loading purposes to comply with international grain-loading requirements, and does ship-cleaning prior to grain-loading.

In the case of each of Applications Nos. 1 and 2, the Respondent therein contests the application on the ground that the employees in the proposed unit exercise management functions, and in consequence thereof are not employees within the meaning of the Act, and that the unit is not appropriate for collective bargaining.

By agreement of the parties thereto, the two applications were heard together, and evidence given at the hearing in respect of either application was made available for purposes of the other application where relevant thereto.

Both Applications No. 1 and No. 2 are considered and dealt with in these Reasons for Judgment.

The Respondent in each of Applications Nos. 1 and 2 is a member of the Shipping Federation of British Columbia, hereinafter called "the Federation". The federation is an employers' organization whose membership includes deepsea shipowners, operators and charterers, and stevedoring companies and wharf operators. In the period since 1946, the Federation on behalf of its members has been a party to collective agreements with locals in British Columbia of the International Longshoremen's and Warehousemen's Union, which have represented longshoremen employed in handling the movement of cargo to and from the dock to ship's hold. This handling of cargo was described in the evidence as Stage 1 work and is hereinafter referred to as such.

In November 1963, a consolidated collective agreement was entered into by the Federation with eight locals of the International Longshoremen's & Warehousemen's Union covering employees employed by members of the Federation in the performance of Stage 1 work in British Columbia ports. The agreement in line with prior agreements specifically provides that it does not apply to foremen, nor to supervisory, office or clerical personnel employed by members of the Federation.

Under the arrangements in effect in the Port of Vancouver pursuant to this agreement, the Federation carries out for its members the despatch of longshore gangs to ships for Stage 1 work. In other ports, a joint despatch system, both as to cost and selection of individual gang personnel, is shared by the Federation and the union local at the port.

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, J. A. D'Aoust, A. J. Hills, A. C. Ross and H. Taylor, members. The Judgment of the Board was delivered by the Chairman.

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A basic gang for general cargo purposes consists of eight men, comprising a hatch tender, winch driver, two slingmen and four hatchmen, and the same persons usually make up the same regular basic gang. Instructions to a regular gang to report to a ship for Stage 1 work are given by the Federation despatcher or joint despatcher, as the case may be, either in the longshore hiring hall or by telephone to the hatch tender who is the gang leader, and he in turn collects the rest of the gang. The spareboard men and fill-ins for the regular gang men are despatched directly from the hiring hall.

Members of the gangs who are paid on an hourly basis receive their pay weekly through the Federation Central Pay Office, except in the case of one or two members of the Federation who still handle their own pay arrangements directly. The longshoremen generally work in their home port area, and are not usually despatched elsewhere for such work.

Application No. 1

In the case of Application No. 1, the Respondent's supervisory staff consists of the general manager, assistant general manager, two superintendents, and ship's foremen including senior foremen and a locker foreman. The superintendent is on the next level of supervision and authority above the foreman. The superintendents travel from ship to ship to correlate information on the loading or unloading operations with the ship's foremen, to consult as occasion may require with the ship's supercargoes and officers, and to clear up any current difficulties in the operation. According to the evidence, the superintendent functions largely in a liaison and trouble-shooter capacity. He may spend from 15 minutes to two or three hours, or no time at all, on a ship in the course of a day.

The ship's foremen are employees of the Respondent and are paid directly by it. They are paid on an hourly basis once a week. The foremen are selected by the Respondent from the ranks of the longshoremen, and are initially taken on on a probationary basis for a three-month trial period, at the end of which the appointment is confirmed; or, if unsatisfactory or if the probationer does not like the job, he may return to longshoring work. The foremen do not work for any other company.

A foreman may be required by his employer to work at any dock in the Port of Vancouver, or in any other port where the Respondent is loading or unloading vessels. Approximately half of the Respondent's foremen are designated as senior or chief foremen, and as such may be given senior foremen assignments. A senior foreman may be assigned to work a ship either as a senior foreman or foreman. Respondent's declared policy is to qualify all foremen as senior foremen as rapidly as they can acquire sufficient experience, so that all its foremen may be employed interchangeably as foremen or senior foremen as circumstances warrant.

When foremen are required for Stage 1 work on a ship, the Respondent's superintendent notifies the foremen he wishes to place to report to the ship. If more than one foreman is required, he designates one as the senior foreman. In general cargo operations, a foreman may be required for each ship hatch, or for two or more hatches, depending upon the type of cargo to be loaded or unloaded. The foremen so assigned report for work directly to the ship. They meet at the ship the gangs despatched from the hiring hall to work the ship.

The senior foreman, after consultation with the ship's supercargo and officers concerning the loading or unloading operation, designates the hatch or hatches over which each of the foremen, including himself, is to have supervision, and assigns the gangs to the specific hatches they are to work. Despatch slips for each gang are given to the foreman in charge of the gang. The foremen then take over the supervision of their gangs and hatches, and remain in charge until the operation is completed. Their duties are wholly supervisory.

If a foreman considers he needs additional assistance by way of an increase in the size of his gang or gangs he places a request by telephone with the despatcher in the Respondent's office, usually after consultation with the ship's supercargo. The foreman has no authority to change the allocation of duties of individual members of the general cargo gang or gangs he supervises, but the extra gang men may be transferred from one hold to another.

A foreman has no authority to authorize overtime, but is responsible for keeping the Respondent's office, or the supercargo, advised of the length of time required to finish the job or hatch. The foreman is responsible for making out and signing the time sheets and the despatch slips for his gang or gangs. He keeps a diary of the daily production of such gangs, and makes reports to the superintendent on the capabilities of the gang and of individual members of the gang. He is responsible for seeing that the

stevedoring gear and ship's gear used by the gang is in good, safe working order. As may be necessary, he instructs new members of a gang with respect to their work.

The senior foreman acts as liaison between the other foremen on the ship and the ship's officers and supercargo and the office of the Respondent, and is responsible for seeing that the loading or unloading operations proceed evenly so as to avoid disturbing the ship's trim. Other than the additional duties hereinbefore described, the senior foreman's responsibilities and authority are the same as those of other ship's foremen.

The nature and extent of the disciplinary powers that may be exercised by management over longshoremen employed on Stage 1 work and the manner in which exercised, and the procedures for the handling and disposition of grievances arising therefrom, are spelled out in detail in the aforementioned collective agreement.

In effect, the Respondent's authority for disciplining employees employed in Stage 1 work is ordinarily exercised or initiated, as the case may be, at the foreman level. The foreman may suspend from work a member of the gang he supervises for the balance of the day on which suspended. Where disciplinary action going beyond a day's suspension is recommended by the foreman, the responsibility is vested in the Federation—rather than a higher level of management of the Respondent—of deciding on the action to be taken upon the foreman's recommendation. Thus it appears that a manager or superintendent of the Respondent has no greater disciplinary powers over the longshoremen employed for the Respondent on Stage 1 work than a foreman has.

Application No. 2

In the case of Application No. 2, there are no senior or head foremen, as distinguishable from ship's foremen. This is because the loading of bulk grain cargoes requires the supervision of only one foreman. Only one foreman is required for the supervision of the fitting or cleaning of a ship for such use. The Respondent's foremen are assigned in rotation by the Respondent's superintendent to the ship to be loaded. These bulk grain cargo loading activities constitute the greater part of the Respondent's business.

There are differences in the composition of the longshore group despatched for this work and the method of assignment of their work by the foreman, as compared with the composition of the longshore gang used and procedures followed in the general cargo loading and unloading operations. However, there appear to be no significant differences in the nature of supervisory responsibilities, or the extent of disciplinary authority, between foremen covered by application No. 2 and foremen covered by application No. 1.

The arrangements for loading of bulk grain cargoes outlined above are equally applicable to the loading of bulk grain cargoes by the Respondent in Application No. 1.

The arrangements for the handling and control of the loading and unloading of cargoes of deepsea vessels at the Port of Vancouver and other ports in British Columbia, and the provisions for the protection of the rights and interests of the longshoremen engaged in this operation, as contained in the collective agreement covering employees employed in Stage 1 work, have been developed and built up between the parties to the collective agreement covering such employees over the period since 1946.

The ship's foremen who are employed on Stage 1 work are employed in a wholly supervisory capacity. Their disciplinary powers, although restricted by the terms of the collective agreement, are real. The range of their management functions is more limited than in the case of management personnel at the foreman level in some other types of industry operations but in this instance they have been shaped by the parties to the collective agreement to facilitate the deepsea shipping loading and unloading operations in British Columbia ports, as well as for the protection and promotion of the interests of the employees engaged therein.

Having regard for the collective bargaining history, and the patterns and practices which have been developed in Stage 1 work in the loading and unloading of deepsea vessels at British Columbia ports over the years, and the provisions of the current agreement between the Federation and the British Columbia locals of the International Longshoremen's and Warehousemen's Union, the Board is of the opinion that the unit applied is not appropriate for collective bargaining in the case of either application No. 1 or application No. 2.

Accordingly the applications are rejected.

(Sgd.) A. H. Brown,
Chairman.

John Stanton, Esq.

M. Hurren, Esq.

for the International Longshoremen's and Warehousemen's Union.

D. Gordon Blair, Esq.

E. Rozen, Esq.

for Louis Wolfe and Sons (Vancouver) Limited

J. D. Taggart, Esq.

G. McKay, Esq.

for Western Stevedoring Company Limited

Philip Shier, Esq.

Capt. G. C. McKee

Dated at Ottawa, August 20, 1964.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Employés Salariés de Saguenay Terminals Limited (Conciliation Officer: C. E. Poirier).

2. Saguenay Terminals Limited, Port Alfred, Que., and Le Syndicat National des Débardeurs de la Baie des Ha! Ha! Inc. (Conciliation Officer: C. E. Poirier).

3. Canadian National Railways, Telecommunications Department and Canadian National System, Division 43, Commercial Telegraphers' Union (Conciliation Officer: T. B. McRae).

4. H. W. Bacon Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

5. Upper Lakes Shipping Limited and Trans-Lake Shipping Limited, Toronto, and Canadian Maritime Union (Conciliation Officer: T. B. McRae).

Conciliation Boards Appointed

1. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., March, p. 215).

2. CJMS Radio Montreal Limited and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 717).

3. Canadian National Railways and Canadian National Railways Police Association (L.G., July, p. 575) (Note: This dispute was reported settled at the conciliation officer stage but the union refused to sign a collective agreement and a Conciliation Board was appointed by the Minister to deal further with the dispute).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in July to deal with a dispute between Canada Steamship Lines Limited and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Sept., p. 806) was fully constituted in August with the appointment of Raymond Barakett of Montreal, as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Ross Drouin, Q.C., of Quebec City and Phil Cutler of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Board Report of Settlement Received

Robin Hood Flour Mills Limited (laboratory department employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers (L.G., Feb., p. 131).

Dispute Not Settled

Cronkwright Transport Limited, Simcoe, Ont., and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 717) (The Minister notified the parties that he had decided not to appoint a Conciliation Board).

Report of Board in Dispute between

Robin Hood Flour Mills Limited
and
United Packinghouse, Food & Allied Workers

The Board of Conciliation consisting of N. L. Mathews, Q. C., company nominee; Stewart Cooke, union nominee, and W. H. Dickie, Chairman, met with representatives of the parties at Toronto, July 8, 1964.

Appearing for the company was W. H. Lewis, Plant Manager.

Appearing for the union was Henry R. Bartenbach, Representative.

The parties reported successful completion of a collective agreement with respect to the above dispute. We are attaching statements from each giving details of the settlement.

(Sgd.) W. H. Dickie,
Chairman.

COMPANY STATEMENT

On the 10th day of April 1964, in Port Colborne, a Stipulation of Agreement was signed between UPWA Local 416 and Robin Hood Flour Mills Limited, providing for a two-year contract from September 1, 1963, to August 31, 1965.

Included in this Stipulation of Agreement were the following items:

(a) Amend Article 3 to include laboratory employees as certified in July 1962.

(b) Establish the following rates for laboratory personnel with 5 cents per hour retroactive to September 1, 1963.

	April 10, 1964	*Sept. 1, 1964*
Prepared Mix Technician	$2.30	$2.35
Baking Technician	2.30	2.35
Assistant Baking Technician	2.15	2.20
Quality Technician	2.15	2.20
Shift Technician	2.10	2.15
Assistant Prepared Mix Technician	1.93	2.15
Baking Technician B	2.00	2.05
Shift Technician B	1.90	1.95

Progress from B to A category in 5 cents steps every six months.

(c) Establish the necessary stipulations to govern seniority, bumping, etc., between lab and plant and to permit necessary scheduling flexibility.

The completed contract was signed on May 8, 1964, including the above-mentioned amendments and a special supplement per copy attached.

ROBIN HOOD FLOUR MILLS LTD.

(Sgd.) W. H. Lewis,
Plant Manager.

UNION STATEMENT

On May 8 last, an agreement was signed by the parties in respect to Local 416 and the company's Flour Mill Division.

The agreement contained provision for the inclusion of the Laboratory Employees in the established bargaining unit, for which the union, on behalf of its Local 416, is bargaining agent.

When the parties reached agreement on the inclusion of the Laboratory a major obstacle in the way of agreement was removed, bargaining resumed and full agreement was reached.

The renewed agreement, insofar as it affects the Laboratory Employees, contains the following:

Article 3—Recognition is amended to include "Hourly paid Laboratory Employees as certified in July 1962."

The Laboratory Employees are, therefore, part of the main bargaining unit and subject to all the provisions of the agreement, with the following exception.

Laboratory Employees Supplement The company and the union mutually agree that the special nature of laboratory work makes it both necessary and desirable that the following exceptions be made to the main contract.

1. Because of the requirements of specific technical knowledge, experience and judgment, it is understood that the Chief Chemist and Assistant Chief Chemist will, from time to time, as deemed necessary, make tests, handle equipment, prepare solutions, examine and test products in order to assure themselves of the quality of the products.

During August, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Robin Hood Flour Mills Limited (laboratory department employees) Humberstone, Ont., and United Packinghouse, Food and Allied Workers.

The Board was under the chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, Norman L. Mathews, Q.C., of Toronto and F. Stewart Cooke of Hamilton, nominees of the company and union, respectively.

The report is reproduced here.

2. Because of the need for prompt testing, it is necessary to provide shift work periods that do not always coincide with regular plant hours. Accordingly, some flexibility is required from time to time in establishing shifts. If a shift is necessary that will straddle midnight by more than two hours, then third shift premiums will be paid on all hours after midnight on such shifts. In all cases, the parties to this agreement will endeavour to agree on mutually satisfactory shift time.

3. In case of layoff, departmental seniority only will apply so that lab employees may not claim work in other plant departments, or other plant department employees claim work in the laboratory, by reason of plant seniority.

4. Holiday and sickness relief by temporary employees will come under the trainee pay schedule.

5. Laboratory employees, other than summer relief, shall be granted seniority upon completion of sixty (60) days' service within a four month period, provided that they are subject to dismissal if, in the opinion of the Plant Chemist, they do not make satisfactory progress during the training period. The training period to be understood as that period during which they are classified as Technician B.

The following adjustments to wages were made:

Title	Rate	Eff. 1 Sept. 63	Eff. Apr. 64	Eff. 1 Sept. 64	Total Increase	Number of Employees
	$	$	$	$	$	
Prepared Mix Technician	2.25	2.30	2.30	2.35	.10	1
Baking Technician	2.25	2.30	2.30	2.35	.10	1
Asst. Baking Technician	2.08	2.13	2.15	2.20	.12	2
Quality Technician	2.08	2.13	2.15	2.20	.12	1
Shift Technician	2.03	2.08	2.10	2.15	.12	2
Shift Technician	1.73	1.78	2.10	2.15	.42	1
Asst. Prepared Mix Technician*	1.73	1.78	1.93	2.15	.42	1
Baking Technician B	.....	.....	2.00	2.05	.....	.....
Shift Technician B	.....	.....	1.90	1.95	.....	.....

Progress from B to A category in 5¢ steps every six months.
* This is a female employee, all others in bargaining unit are male.

Other items of immediate monetary value to Laboratory Employees are:

Shift premiums 6c and 9c
Double time Sunday as such
Time and one-half Saturday as such
3 weeks vacation after 13 years service
4 weeks vacation after 25 years service
Bereavement pay (up to three days)
Jury duty pay

The agreement, in which the Laboratory is included, is for a period of two years dated September 1, 1963 to September 1, 1965.

A copy of the agreement has been sent to the Department of Labour, Canada.

The Union wishes to take this opportunity to thank the Chairman, W. H. Dickie, and members F. Stewart Cooke and Norman Mathews, Q.C., for their assistance in this matter, and to observe that, largely due to their intensive efforts at mediation on January 16 in the dispute affecting the company and the union in the "main agreement," said "main agreement" was resolved, the Laboratory employees included in the "main bargaining unit," and the way was cleared for an amicable and honourable settlement.

Submitted on behalf of the union by:

(Sgd.) Henry R. Bartenbach

Henry R. Bartenbach, Representative, United Packinghouse, Food and Allied Workers

Laboratory Employees Supplement

The company and the union mutually agree that the special nature of laboratory work makes it both necessary and desirable that the following exceptions be made to the main contract.

1. Because of the requirements of specific technical knowledge, experience and judgment, it is understood that the Chief Chemist and Assistant Chief Chemist will, from time to time, as deemed necessary make tests, handle equipment, prepare solutions, examine and test products in order to assure themselves of the quality of the products.

(*Continued on page 909*)

Legal Decisions Affecting Labour

Manitoba Court of Queen's Bench dismisses application to quash Canada Labour Relations Board's certification order

In Manitoba, the Court of Queen's Bench, in *certiorari* proceedings, upheld an order issued by the Canada Labour Relations Board certifying the International Brotherhood of Electrical Workers, Local 2085, as a bargaining agent for a unit of employees of the Federal Electric Corporation of Winnipeg engaged in operating the Distant Early Warning System in the Northwest Territories.

The Court held that a Manitoba court had jurisdiction to consider an application to quash an order of the Canada Labour Relations Board; that an international agreement between Canada and the United States of America regarding the establishment of the Distant Early Warning System on Canadian territory, which also purported to regulate the rates of pay and working conditions, not having been implemented by any legislation of the Parliament of Canada, did not affect the application of the I.R.D.I. Act with regard to collective bargaining rights of the employees concerned; that, in certifying the union, the Board acted within its jurisdiction; and that no error in law was apparent on the face of the record.

On March 23, Mr. Justice Smith of the Manitoba Court of Queen's Bench dismissed an application for *certiorari* to quash the order.

The Federal Electric Corporation has been incorporated under the laws of Delaware, a state of the United States of America. It is registered and licensed to carry on business in Canada and has its Canadian head office in Winnipeg. Under a contract with the United States Air Force, the company mans and operates the Distant Early Warning System in Alaska, Canada and Greenland.

Local Union No. 2085 of the International Brotherhood of Electrical Workers has been located in Winnipeg.

All the work and all the employees affected by the certification order issued by the Canada Labour Relations Board are located at sites on the Distant Early Warning System in the Northwest Territories, or other northern areas of Canada outside the boundaries of any province. All the work is, however, clearly within the legislative authority of the Parliament of Canada.

First, the Court dealt with a preliminary point of law: whether the Manitoba Court had jurisdiction to consider the application for *certiorari* in a situation where the certification order was issued by the Canada Labour Relations Board—a body appointed under federal statute and residing in the province of Ontario—and where the certified union and the company were located in the province of Manitoba, while the works and employees affected by the order were located in the Northwest Territories.

Mr. Justice Smith, in his judgment, noted that it was clear from the whole plan of the B.N.A. Act of 1867, and particularly from the 16 subsections of Section 92 of that Act, as well as from consistent judicial statements of the law, that the legislative authority of a provincial legislature, such as that of Manitoba, does not extend beyond the boundaries of the province. Two of the subsections of Section 92, namely, subsections 13 and 14, are particularly relevant to the issue at bar. By them, the legislature of the province has exclusive power to make laws in relation to:

13. Property and Civil Rights in the Province.

14. The Administration of Justice in the Province, including the Constitution, Maintenance, and Organization of Provincial Courts, both of Civil and Criminal Jurisdiction, and including Procedure in Civil Matters in those Courts.

Under the authority of subsection 14, the legislature of Manitoba created the Court of Queen's Bench and, by Section 49 of the Queen's Bench Act, conferred upon it all the powers and authorities possessed and enjoyed by the English superior courts of civil and criminal jurisdiction. This section contains no territorial limitation, but a provincial legislature has not the power to give to a court created by it jurisdiction over a wider territory than that over which its own legislative power extends.

Similarly, R. 556 of the Manitoba Queen's Bench Rules, which gives the court the power to grant *mandamus,* prohibition,

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

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and *certiorari*, contains no territorial limitation, but such orders can be issued only where the court has effective jurisdiction over them.

The jurisdiction of the Court, however, is not co-terminous with the legislative jurisdiction of the province. Thus, the Court administers all the laws that are in force in Manitoba, including both the common law and all statutes of the Parliament of Canada that are applicable to this province, except perhaps laws whose administration is assigned to a specific court, e.g., the Exchequer Court of Canada. Further, the Parliament of Canada may, by statute, confer additional jurisdiction on a provincial court; for instance, Sec. 446(1) of the Criminal Code and Section 29(1) of the Northwest Territories Act.

Section 29(1) of the Northwest Territories Act, which is relevant to the situation at bar, reads:

> 29(1). Any superior court in the Provinces of Saskatchewan, Manitoba, Ontario, Quebec, Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland may, within the province in which its ordinary jurisdiction is exercised, exercise, in civil matters respecting persons and property in the Territories east of the One Hundred and Second Meridian of West Longitude and actions, suits or proceedings affecting them, the like jurisdiction that such court has in civil matters respecting persons and property within the territorial limits of its ordinary jurisdiction and actions, suits or proceedings affecting them.

In the opinion of Mr. Justice Smith, this section gives to a superior court of Manitoba, along with those of the other seven named provinces, jurisdiction concurrent with that of the territorial court of the Northwest Territories in civil matters and proceedings affecting persons and property in the Territories east of the 102nd meridian of west longitude. From the decision of the Canada Labour Relations Board, Mr. Justice Smith assumed that a number of the stations and communications posts or sites operated by the corporation in question, and forming part of the Distant Early Warning System, are located east of the 102nd meridian, and consequently the jurisdiction of the Manitoba court was applicable to the works and employees affected by the certification order at bar.

Regarding the question whether the validity of a certification order issued by the Board residing in Ontario could be challenged in the Manitoba Court, Mr. Justice Smith, relying mainly on the decision of the British Columbia Court of Appeal in *Vantel Broadcasting Co. v. Canada Labour Relations Board* (L.G., Jan. 1963, p. 57), held that, since the Canada Labour Relations Board has jurisdiction in all parts of Canada, and since its orders can be enforced only in the courts of the province or provinces where those orders apply—which is where the parties affected reside or carry on business—it is logical that any attack upon the validity of an order of the Board should be made in the same court, or at least in the same jurisdiction that has power to enforce the order, and not in the courts of another province whose only interest in the matter is that the Board's head office is in that province, and the Board's meetings are held there.

There is no question in the case at bar but that the Court has jurisdiction over the applicant corporation and over the local union and, while the works and employees affected are outside Manitoba, the Court has jurisdiction over them under Section 29(1) of the Northwest Territories Act.

Another objection to the certification order was based on the argument that the Canada Labour Relations Board had no jurisdiction to hear the application for certification as, by virtue of a treaty between Canada and the United States of America dated May 5, 1955, rates of pay and working conditions were to be set after consultation with the Canadian Department of Labour, and not through the ordinary bargaining processes.

The document in question is entitled: "Agreement between Canada and the United States of America to govern the Establishment of a Distant Early Warning System in Canadian Territory" and was made effective by an exchange of notes, dated May 5, 1955. In the opinion of Mr. Justice Smith, the document is not a formal treaty, but for the purposes of the case at bar, it has the status of a treaty in the sense that it is a contract between states. In international law, he added, though some treaties go further and purport to declare law, it is true to say that in general a treaty is a contract between states creating rights and obligations that enure to, and are binding on, the executive governments that are parties to it. The common law recognizes this rule, but it has long been settled that a treaty binding the government does not, *ipso facto*, become part of our law and enforceable in the courts.

In *Atty.-Gen. for Can. v. Atty.-Gen. for Ont.; Reference re Weekly Rest in Industrial Undertakings Act; Minimum Wages Act and Limitation of Hours of Work Act* (1937) (L.G. 1937, p. 237), Lord Atkin, delivering the judgment of the Judicial Committee, said:

> Within the British Empire there is a well-established rule that the making of a treaty is an executive act, while the performance of its obligations, if they entail alteration of the existing domestic law, requires legislative action.

Unlike some other countries, the stipulations of a treaty duly ratified do not within the Empire, by virtue of the treaty alone, have the force of law. If the national executive, the government of the day, decide to incur the obligations of a treaty which involve alteration of law they have to run the risk of obtaining the assent of Parliament to the necessary statute or statutes. To make themselves as secure as possible they will often in such cases before final ratification seek to obtain from Parliament an expression of approval. But it has never been suggested, and it is not the law, that such an expression of approval operates as law, or that in law it precludes the assenting Parliament or any subsequent Parliament from refusing to give its sanction to any legislative proposals that may subsequently be brought before it.

In the view of Mr. Justice Smith, these words clearly mean that not every treaty requires legislative sanction, but a treaty that involves a change in existing law does require it, and in such a case a mere expression of approval by Parliament is not sufficient.

In *Francis v. Reg.* (1956) SCR 618, Chief Justice Kerwin, with reference to the *Jay Treaty* of 1794 between Great Britain and the United States, which purported to give to Indians a partial right of exemption from the general law imposing customs duties, said:

The *Jay Treaty* was not a Treaty of Peace and it is clear that in Canada such rights and privileges as are here advanced of subjects of a contracting party to a treaty are enforceable by the Courts only where the treaty has been implemented or sanctioned by legislation.

Mr. Justice Rand spelled out the law with more particularity by stating:

Except as to diplomatic status and certain immunities and to belligerent rights, treaty provisions affecting matters within the scope of municipal law; that is, which purport to change existing law or restrict the future action of the Legislature, including, under our constitution, the participation of the Crown, and in the absence of a constitutional provision declaring the treaty itself to be law of the state, as in the United States; must be supplemented by statutory action.

Mr. Justice Smith concluded that, in the case at bar, there was no question but that, under Section 53 thereof, the Industrial Relations and Disputes Investigation Act applies in the Northwest Territories of Canada. By that Act certain rights and obligations are established for employers and for their employees and their bargaining agents.

For the purposes of the case before the Court, the rights are rights and obligations in connection with collective bargaining. If the agreement of May 5, 1955 between Canada and the United States has the effect of taking away these rights and removing these obligations, it necessarily involves a change in the law of the Territories in so far as these parties as concerned, and this would require legislative action by the Parliament of Canada.

It has not been suggested that any Act of Parliament has been passed embodying the terms of this agreement or giving them statutory authority. Though the agreement was tabled in the House of Commons, as today appears to be the practice with almost all international agreements, such action cannot have the effect of changing the law affecting these parties, or of making such change, if any were intended, enforceable in the courts.

Further, Mr. Justice Smith noted that, apart from general legal principle, Section 6 of the agreement expressly provides:

Nothing in this Agreement shall derogate from the application of Canadian law in Canada, provided that, if in unusual circumstances its application may lead to unreasonable delay or difficulty in construction or operation, the United States authorities concerned may request the assistance of Canadian authorities in seeking appropriate alleviation. In order to facilitate the rapid and efficient construction of the DEW System, Canadian authorities will give sympathetic consideration to any such request submitted by United States government authorities.

There was no evidence before the court that the provision in the above section had ever been invoked.

In the face of the express provision in the opening words of the section concerning Canadian law, Mr. Justice Smith held that there was no intention that the agreement should take away the rights or obligations created by the Industrial Relations and Disputes Investigation Act for the employees and employers.

For these reasons, he held that the treaty or agreement in question had no effect on the Board's jurisdiction and was not a bar to the granting of certification by the Canada Labour Relations Board.

Dealing with the main issue of the case, whether *certiorari* should be granted, Mr. Justice Smith noted that on the application for *certiorari* the Court was not concerned with the merits of the Board's decision, but only with two questions: (1) Whether the Board, in doing what it did, was acting within the powers given it by the Act, i.e., within its jurisdiction; (2) whether there was an error in law, apparent on the face of the record.

The authority for this position is well established: 11 *Halsbury,* 3rd ed., referring to the control exercisable by a superior court over inferior jurisdictions by way of *mandamus,* prohibition and *certiorari,* says at p. 53:

The degree of control which can be exercised is limited: provided that the tribunal keeps

within its jurisdiction and obeys the rules of natural justice, and refrains from setting out in its record the reasons for its decision, the court cannot interfere.

Again in para. 118, at p. 61:

Where upon the face of the proceedings themselves it appears that the determination of the inferior tribunal is wrong in law, *certiorari* to quash will be granted. The tribunal is not (unless so required by statute) obliged to set out in its adjudication the reasons which led to its decision, but if it does state them the superior court will consider the question whether they are right in law, and if they are wrong in law, will quash the decision.

The general power of the superior courts, as stated above by *Halsbury*, is reduced where there is a privative clause in the statute expressly forbidding the decision of the inferior body's being questioned or reviewed in proceedings by way of *certiorari*.

The distinction between the presence or absence of a privative clause was stated by Mr. Justice Roach of the Ontario Court of Appeal in *Re Ont. Labour Relations Board; Bradley v. Can. Gen. Elec. Co.* (1957) OR 316, who said:

In the absence of a privative clause, the Court in *certiorari* proceedings, has power to examine the record returned to it by the inferior tribunal and if that record discloses error on the part of that tribunal, to quash its decision as having been made in error. Also, if it appears to the Court that the inferior tribunal acted beyond its jurisdiction then the Court has the power in *certiorari* proceedings to quash the decision of that tribunal as having been made without jurisdiction. However, where there is a privative clause, the Court is restricted to determining whether or not the inferior Court acted within the limits of its jurisdiction.

Further, Mr. Justice Roach pointed out that where there is a collateral matter to be decided, upon which the jurisdiction of the inferior tribunal depends, its decision on that collateral matter is subject to review on *certiorari*, and the superior court will weigh the evidence and decide whether the inferior tribunal's decision was right or wrong. He then added:

Where the matter is not collateral but constitutes part or the whole of the main issue which the inferior tribunal had to decide, the Court is limited to examining the record to determine whether there was any evidence before the inferior tribunal. ... The Court can do that only in the absence of a privative clause. If there is a privative caluse in the Act creating the tribunal the Court cannot do that.

In the opinion of Mr. Justice Smith, it is at least doubtful whether the privative clause in the Industrial Relations and Disputes Investigation Act (Section (61(2)) is sufficiently express in its terms to exclude *certiorari* where the question is one of error on the face of the record. No privative clause excludes an application for *certiorari* where the question is one of the inferior tribunal having jurisdiction, refusing jurisdiction, or exceeding jurisdiction.

With regard to the particular objection to certification under consideration, Mr. Justice Smith concluded that the Board gave reasons for its decision. He found no error in law apparent on the face of the proceedings, and the Board had not misconstrued the law. The Board had jurisdiction to deal with the application and there was also no ground for holding that its decision was contrary to the rules of natural justice.

The application to quash the Canada Labour Relations Board's certification order was refused. *Federal Electric Corporation v. International Brotherhood of Electrical Workers Local Union 2085 and Canada Labour Relations Board* (1964) 47 W.W.R., Part 7, p. 391.

Recent Regulations, Federal and Provincial

Ontario issues regulations governing pension plans, British Columbia revises safety rules for boilers and pressure vessels

The federal Government published the Youth Allowances Regulations and reissued the regulations governing officers and crews on government ships.

In Ontario, regulations under the Pension Benefits Act lay down rules with respect to funding, solvency and investments of employee pension plans. Regulations governing radiological technicians were issued.

In British Columbia, the safety rules for boilers and pressure vessels were revised, and new regulations governing welding operations were issued.

FEDERAL

Financial Administration Act

The regulations under the Financial Administration Act governing officers and crews on ships owned or chartered by the federal Government have been re-issued, with a few changes. Some new definitions were added and some existing definitions were expanded in order to clarify their meaning. Other new provisions deal with rations and quarters, payment of expenses on leave or on termination of employment, and casual employees.

The new regulations (SOR/64-270 and SOR/64-271) were gazetted on August 12, to take effect from July 1, 1964.

Youth Allowances Act

Th first regulations to be issued under the Youth Allowances Act were gazetted as SOR/64-284 on August 12.

This Act, which received Royal Assent on July 7, provides for the payment of allowances of $10 a month to parents in respect of dependent youths between the ages of 16 and 18 years who are maintained by the parents and are attending school or university, or who are precluded from doing so by reason of disability. Payments are not automatic, and parents who live in a participating province must apply for the allowances in accordance with the regulations.

The Youth Allowances Regulations provide that an application for a youth allowance must be submitted on the prescribed form and forwarded to the Regional Director of Family Allowances for the province in which the applicant resides.

Among other powers, the Regional Director is given specific authority to require such additional information as is necessary to determine the eligibility of an applicant to receive the allowance as a parent, or the eligibility of a dependent youth.

PROVINCIAL

B.C. Boiler and Pressure Vessel Act

British Columbia has issued new regulations under the Boiler and Pressure Vessel Act respecting stationary engineers, which, among other matters, make some changes in operators' qualifications, provide for apprenticeship schemes, and set out new duties and responsibilities for owners and engineers. The new regulations were gazetted as B.C. Reg. 109/64 on June 25, replacing B.C. Reg. 464/59 (L.G. 1960, p. 374).

The regulations, as previously, provide for four classes of engineers' certificates and three classes of boiler operators' certificates. The basic qualifications that a candidate must have to be eligible for examination for each type of certificate are substantially the same as before. A wider range of alternative qualifications are now acceptable, however. A logging-donkey engineer's certificate will no longer be issued.

Requirements relating to the apprenticeship of stationary engineering candidates specify that an employer must obtain the approval of both the Chief Inspector and the Director of Apprenticeship before an apprenticeship scheme may be put into effect.

An apprentice engineer cannot be engaged unless he has acquired Grade 12 standing, or equivalent, in mathematics, chemistry, physics and English. The plant in which he is employed must be of at least 1,000 horsepower, the term of apprenticeship must be at least 48 months, and approved classroom or correspondence instruction must be included in his training. In addition, it must be possible for him to qualify for the fourth-class certificate at the end of the first year, the third-class certificate at the end of the second year, and the second-class certificate at the end of the fourth year.

Low-pressure steam plants of not more than 50 horsepower may now be operated for a period of eight hours without an operator in attendance, provided the premises are unoccupied and the prescribed precautionary measures are observed.

The chief engineer is now specifically held accountable to the chief inspector for the proper care and safe operation of boilers and machinery under his charge. He must also report to the chief inspector all accidents and casualties. In addition, he is required to report to the owner, and to an inspector, any defect that would endanger the safety of the boilers and machinery.

The chief engineer and shift engineer are now required to keep a record providing information with respect to repairs, testing and other prescribed matters.

British Columbia Fire Marshal Act

Regulations governing welding and cutting operations, designed to prevent fires and explosions in connection with these types of work, have been issued under the British Columbia Fire Marshal Act, and were gazetted as B.C. Reg. 142/64 on August 6.

Every welder or fabricator is required to take adequate precautions to prevent fire and injury to other persons. He must remove all flammable material from the work area, and must provide incombustible shields or covers to protect combustible material that cannot be moved. Any container that has held any flammable liquid or gas must be steamed and ventilated before any welding or cutting is done on it. The welder or fabricator must check the welding equipment regularly to see that electrical connections and insulation in the holders and cables are in good condition, and must have any defects remedied at once.

Welding or cutting operations are prohibited within 35 feet of combustible construction, or openings in a floor, ceiling or wall, unless a fire-watcher is on guard while the work is being done and for 30

minutes afterwards, and an approved fire extinguisher is available.

Welding or cutting operations are forbidden where flammable liquids, vapours or gases are present.

The Ontario Pension Benefits Act, 1962-63

In Ontario, the first regulations to be issued under the Pension Benefits Act, 1962-63 were gazetted as O. Reg. 201-64 on August 15.

Originally enacted in 1963 and amended this year, the Pension Benefits Act makes it mandatory to register all employee pension plans with the Ontario Pension Commission, irrespective of the number of employees covered. To qualify for registration, a pension plan must comply with the portability rules and certain other requirements laid down in the Act, and must also provide for funding in accordance with the solvency tests to be prescribed by regulation.

Among other matters, the regulations deal with applications for registration, funding, annual information returns and pension fund investments.

An application for registration of a pension plan must be on the prescribed form (Form 1).

To be accepted for registration, a pension plan must include a provision for funding that sets forth "the obligation of the employer to contribute both in respect of current service cost of the plan and in respect of any initial unfunded liabilities and experience deficiencies." (By "experience deficiency" is meant any deficit that is attributable to factors other than the existence of an initial unfunded liability or the failure of the employer to make any payment required under the plan or the legislation.)

The regulations state that every pension plan will be deemed to be solvent if it is fully or provisionally funded. (A fully funded pension plan is one that at any particular time has assets that will provide for the payment of all pension and other benefits required to be paid in respect of service rendered by employees, and former employees, prior to that time. A provisionally funded plan is one that at any particular time does not have assets sufficient to make it fully funded, but that has made provision for special payments sufficient to liquidate all initial unfunded liabilities or experience deficiencies.)

The regulations also lay down rules respecting the liquidation of past service liabilities and experience deficiencies.

Particulars of the financial operations of each registered pension plan must be included in the annual information return submitted to the Pension Commission. Every return must include:

(a) a report on the financial operations of the pension plan for the fiscal year showing the aggregate of the amounts paid to the pension plan for current services and the aggregate of the special payments paid to the pension plan;

(b) in the case of a non-insured plan or a plan operating on the segregated fund principle, a report showing by categories the amounts of the loans and investments of the assets of the pension plan; and

(c) a statistical report setting forth the membership position of the plan.

One of the provisions dealing with restrictions on pension fund investments and loans states that the funds of a pension fund may be invested and loaned only in investments and loans in which a company may invest and lend under subsections 1, 2, 5, 6 and 10 of section 63 of the Canadian and British Insurance Companies Act (Canada).

The funds of a pension plan may be invested, or loaned in investments or loans not authorized by this provision, including investments in real estate or leaseholds; subject to certain restrictions.

Another provision governing investments stipulates that not more than 10 per cent of the book value of the total assets of the pension fund may be invested in the assets of, or loaned to any one corporation, partnership, association, or person; including investment in shares, bonds, debentures, or other evidences of indebtedness, loans by way of mortgage or otherwise, and investment in real estate, plant or equipment.

Safeguards against conflict of interest are also included. The regulations provide that the funds of a pension plan must not be lent to,

(a) the wife or a child of the employer or, where the employer is a corporation, a director or officer of the corporation or his wife or child;

(b) a corporation of which more than one-half of the shares of the capital stock are owned by the wife or a child of the employer, or any combination thereof, or, where the employer is a corporation, by a director or officer of the employer corporation or his wife or child, or any combination thereof;

(c) an officer or employee of the fund or plan or an administrator or trustee of the fund or plan or an officer or employee of an administrator or trustee of the fund or plan or a union representing employees of the employer or an officer or employee of the union, or the wife or child of any of them; or

(*Continued on page 890*)

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of July was 14,000 smaller than total at end of July 1963. Number of initial claims down slightly from year ago

Claimants for unemployment insurance benefit numbered 205,300 on July 31, compared with 201,900 on June 30, and 219,000 on July 31, 1963. The decline from a year ago was concentrated among males.

Males accounted for more than two-thirds of those coming on claim in July and still reporting at the end of the month. They made up only 57 per cent, however, of those on continuous claim five weeks or longer.

The prevalence of males among the July claims is due, in part, to the incidence of temporary layoffs, particularly among production employees in the automotive industry, and to annual holiday shutdowns.

Initial and Renewal Claims

A total of 108,900 initial and renewal claims were filed during July. This is an increase of approximately 22,000 over the 86,800 in June but slightly under the 112,900 in July 1963. Approximately 90 per cent of these claims represented new cases of unemployment.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was 135,200 compared with 155,500 in June and 150,800 in July 1963.

Benefit payments amounted to $14,100,000 in July, $16,500,000 in June and $15,500,000 in July 1963. The average weekly payment was $23.67 for July, $24.17 for June, and $23.37 for July 1963.

Insurance Registrations

On July 31, insurance books or contribution cards had been issued to 4,481,562 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 338,682, an increase of 1,649 since June 30.

Enforcement Statistics

During July 10,897 investigations were conducted by enforcement officers across Canada. Of these, 8,288 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 410 were miscellaneous investigations. The remaining 2,199 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 122 cases, 44 against employers and 78 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 669.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled $30,367,926.63, compared with $31,472,754.53 in June and $31,811,728.95 in July 1963.

Benefits paid in July totalled $14,085,931.99, compared with $16,637,795.84 in June and $15,506,193.60 in July 1963.

The *credit* balance of the Fund on July 31 was $558,509.40. On June 30 there was a *debit* balance of $15,723,485.24; on July 31, 1963, a *debit* balance of $8,471,600.50.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2372, June 23, 1964

Summary of the Main Facts: The claimant, single, 18 years of age, filed an initial application for unemployment insurance benefit on December 9, 1963. He had worked as a labourer for a cannery at a wage of $1.32 an hour from June 24 to November 5, 1963, when he was laid off. On his application he said: "I am available for work only after 4 p.m. and weekends."

The local office commented that the claimant was still attending school and working night shifts at cannery.

The insurance officer disqualified the claimant and suspended benefit from December 8, 1963, on the ground that he had failed to prove he was available for work, as required by section 54(2)(a) of the Act, while attending a course of instruction to which he had not been directed by the Unemployment Insurance Commission. The insurance officer notified the claimant of the disqualification in a letter dated December 16, 1963.

Commenting on the decision, the insurance office said: "The claimant had been working other than regular daytime hours in a seasonal industry in an area which now offers virtually no prospects of employment that he could perform and continue with his attendance at school."

The claimant appealed to a board of referees on December 17. He stated that he had worked at the cannery since the middle of June, had attended school until end of term, and after working a full summer, had returned to school on September 3.

I have attended regularly since then. Also between September 3 and end of October, when cannery closed, I worked 45 hours at least every week at the cannery, night shift. If the cannery opened now I could go to work, or if it had opened earlier I could have gone to work. When it re-opens in February, I will be recalled. If work is offered (night shift) I will take it now. I am available and have been since cannery closed. . . .

The insurance officer submitted that he gave consideration to the length of time between the claimant's layoff and the date of application and was of the opinion that this constituted a reasonable period in which the claimant had the opportunity of assessing the employment prospects within the limits of his restricted availability.

A board of referees heard the case on January 16, 1964. The claimant attended the hearing and gave evidence. The unanimous decision of the board of referees reads:

. . . The claimant explained that he was a member of a large family; that he was making an effort to secure for himself a good education; that he had been working for some time after school hours in order to earn money for this purpose.

The board feel that the claimant in this case should be highly commended for the effort he is putting forth in order to get himself an education. However, it has been held by the Umpire on many previous occasions that a claimant who is attending school on a full-time basis cannot be considered as available for work within the meaning of the Unemployment Insurance Act. The Unemployment Insurance Act does not entitle students to any preferred treatment. If an ordinary claimant restricted his or her availability to work to the same extent as this claimant is doing, whether or not he was going to school, his claim would not succeed.

In its decision the board upheld the indefinite disqualification imposed by the insurance officer under section 54(2)(a) of the Unemployment Insurance Act commencing December 8, and dismissed the appeal.

The claimant applied to the chairman of the board of referees on March 8, 1964 for leave to appeal to the Umpire. He said:

Well, I earned my stamps at [the cannery] by working night shift. I am available for work as much now as I was when the unemployment insurance was deducted from my cheques. On what grounds does the board of referees decide whether a person is qualified or disqualified for work?

During the summer months I *applied* for night shift because the pay was greater, it was cooler working and there was much overtime available for those interested. When school came, I continued on the same shift, 4.10 to 12.30, for another two months, when the cannery was closed down. It was the end of the season and everyone was laid off.

A man at the [UIC] office told me during the hearing that anyone working over 25 hours a week had to pay [unemployment insurance contributions]. Well then, why wasn't I able to obtain [benefits] under the same conditions. Or why wasn't my money refunded. . .

Could you please send me your reply as soon as possible and answer the following questions:

1. As the man at the hearing said that it is compulsory to deduct unemployment insurance from anyone that works 25 hours a week or more, and mind you I worked 45-53 hours a week regularly, what should I do when I return to work in June?

2. I have talked to a number of different garage station owners about jobs. They say that they receive their help through the unemployment office and yet the boys that get the

jobs are very often boys that did not apply for benefits. On my card I stated that I was willing, able and available for service station work, cannery or *any other* employment between 4.00 and 12.30.

Never once did I receive a call through the [NES] office and yet I have 3½ years experience where some of the boys getting the jobs have no experience. . .

Leave to appeal to the Umpire was granted to the claimant by the chairman of the board of referees on the following grounds:

In this case I consider there are extenuating circumstances and claimant has explained his position clearly. The arguments should in my opinion be judged and ruled on by the Umpire.

Considerations and Conclusions: "Availability for work" and "willingness to work" are not synonymous expressions.

According to the jurisprudence established by the Umpire in several decisions, the requirement of being available for work implies not only that a claimant is willing to work, but also that there is an appreciable demand in the labour market for the particular kind of work he has applied for. This is a question of fact.

In the present case, the record shows that the claimant is willing to work, but "only after 4 p.m. and week ends", and according to the evidence contained in the record, the area where the said claimant is prepared to accept employment "offers virtually no prospects of employment that he could perform and continue with his attendance at school".

As the record shows also that the claimant was given a reasonable period in which he "had the opportunity of assessing the employment prospects within the limits of his restricted availability", I see no reason to disturb the unanimous decision of the board of referees.

I consequently decide to dismiss the claimant's appeal.

Decision CUB 2375, June 23, 1964

(Translation)

Summary of the Main Facts: The claimant filed a claim for benefit on November 25, 1963. He stated that he last worked as a mechanic for a paper corporation on Anticosti Island from April 16 to November 22, 1963 and that he stopped working because he was 65 and his employer did not offer year-round employment. In the confirmation of separation the employer stated: "Operations ended; no more work to offer him." The claim was allowed.

To a question on December 18 whether he would agree to work elsewhere, the claimant's answer was "No." The local office indicated that the paper corporation was the only employer on Anticosti Island.

The insurance officer declared the claimant to be disqualified from receiving benefit as of December 18, 1963, because he failed to prove he was available for work as required by section 54 (2)(a) of the Act since he was restricting his availability for work to his last employer, with whom the opportunities of employment were non-existent.

The claimant appealed to a board of referees. He stated among other things: "I am not restricting my availability to my last employer, but it happens that he is the only employer in our area at the present time."

The local office asked the claimant to explain fully that statement of availability, since he was not interested in working outside of Port Menier, where there is no possibility of obtaining employment, and especially as he had been put on retirement by the only employer on the Island. The claimant answered that he was not working only because there was no work.

The claimant's appeal was heard by the board of referees on March 5. The board decided that the claimant had proved he was available for work.

In his "Grounds of Appeal," the insurance officer commented that the board "seems to have based its decision on the following consideration: the claimant would be available for work, but there is no employer; Anticosti Island is a special region and it is obvious that the claimant will not be able to work if the only employer of that region does not hire him; therefore the claimant is not restricting his availability, but the locality itself is restricting the claimant's availability; to demand that he extend his availability outside of that special region would be asking him to expatriate himself . . ."

The insurance officer's grounds of appeal are:

The board of referees erred in deciding that the claimant proved his availability for work, although there is no possibility of employment for him in the area where he is restricting his availability.

The Unemployment Insurance Act requires that a claimant be available for work. The concept of availability requires that a claimant be available for work of a kind which he can reasonably obtain and, correlatively, that he be available in a locality where the likelihood for him to find work is reasonably good (CUB 1409).

(Continued on page 902)

Monthly Report of Placement Operations of the National Employment Service

Placements by NES local offices in August totalled 111,400, slightly below number in August last year. But placements reported in July were 7.7 per cent more than in July 1963

During August 1964, local offices of the National Employment Service reported 111,400 placements. This represented a slight decline (0.4 per cent) from the total in August 1963 and reflected, in part, a smaller number of working days and the late development of certain crops this year.

During July, placements reported by NES local offices amounted to 123,800. This was 7.7 per cent more than in July 1963 and the second highest figure for this month since 1945.

The regional distribution of placements in July and August, and the percentage change from a year earlier were:

—	August	Change from Aug. 1963	July	Change from July 1963
		%		%
Atlantic	6,800	+0.6	7,500	+8.3
Quebec	23,800	−8.8	27,700	+4.3
Ontario	40,300	+4.7	40,200	+3.8
Prairie	17,200	−3.6	23,000	+8.5
Pacific	23,300	+2.7	25,500	+18.0
***Canada**	**111,400**	**−0.4**	**123,800**	**+7.7**

At the end of August, the cumulative total for the first eight months was 773,300, which was 4.4 per cent above that for the first eight months in 1963. With the exception of 1962, it was the largest eight-month total since 1945. At the end of July, the seven-month total was 661,900, or 5.3 per cent above the comparable total in 1963; this was the second highest figure since 1945 and represented an increase of almost 10 per cent over the January-July average for the previous five years.

The regional distribution of cumulative eight-month and seven-month totals and the percentage change from 1963 were:

—	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%
Atlantic	54,800	+10.1	47,900	+11.5
Quebec	213,700	+4.3	189,900	+6.2
Ontario	262,400	+1.5	222,100	+1.0
Prairie	140,200	+7.6	123,000	+9.4
Pacific	102,200	+5.2	79,000	+5.9
***Canada**	**773,300**	**+4.4**	**661,900**	**+5.3**

Placements of males fell below those of last August by a narrow margin (1.4 per cent), thus halting the year-to-year increase recorded in six of the previous seven months. Regular placements (those in positions of more than six days duration and not involving the transfer of workers between local office areas) numbered 43,500, or 1.7 per cent more than in August last year. The decrease, then, was concentrated in casual placements, which decreased in all regions except Ontario, and particularly among agricultural workers in Quebec.

The total of male placements in July was 81,600 and of these, 47,500 were regular. Comparable figures in July 1963 were 73,600 and 41,500.

The regional distribution of male placements in August and July with the percentage change from comparable months in 1963 was:

* Imbalances in national totals or regional cumulative totals are due to rounding.

—	August	Change from Aug. 1963	July	Change from July 1963
		%		%
Atlantic	300	−3.4	400	+4.1
Quebec	1,600	+9.4	1,700	+35.7
Ontario	2,100	+31.9	1,800	−9.2
Prairie	400	−2.6	500	−28.1
Pacific	400	+41.4	500	+41.6
***Canada**	**4,700**	**+18.4**	**4,900**	**+5.5**

Placements of women in August numbered 41,500 compared with 41,000 in August a year ago. As in the preceding month, the increase was accounted for by regular placements, which rose 7.4 per cent above the 27,300 recorded in August 1963. Placements of women totalled 42,200 in July, an increase of 2.0 per cent over the same month in 1963. The entire increase was in the regular category, which numbered 28,700 compared with 25,300 in July last year.

The regional distribution of female placements in August and July with the percentage change from comparable months in 1963 was:

—	August	Change from Aug. 1963	July	Change from July 1963	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%		%		%
Atlantic	4,200	+0.8	5,000	+12.7	37,400	+10.0	23,200	+11.3
Quebec	16,200	−11.3	19,600	+4.0	154,200	+7.7	137,900	+10.5
Ontario	24,900	+7.1	26,300	+11.6	173,000	+4.3	148,000	+3.9
Prairie	12,000	−5.0	16,400	+7.4	97,600	+9.8	85,600	+12.2
Pacific	12,500	+0.3	14,200	+25.1	60,900	+7.1	48,400	+9.0
***Canada**	**69,900**	**−1.4**	**81,600**	**+10.9**	**523,100**	**+7.0**	**453,200**	**+8.5**

Some 4,700 of the August placements required the movement of workers from one local office area to another, an increase of 700 over the number in August 1963. The proportion of total placements represented by these transactions rose from 3.5 per cent to 4.2 per cent. During July, placements involving the movement of workers from one area to another amounted to 4,900. This was an increase of 5.5 per cent over the total in July 1963 but as a proportion of all placements (4.0 per cent) there was no change from the previous year.

Transfers of men in August outnumbered those of women by more than 2 to 1 and were responsible for the large year-to-year increase in the Quebec and Pacific regions. In contrast, movements of women workers were concentrated in the Ontario region. Males accounted for 3,800 of the July transfers. Of the 1,100 among the females, 750 were in the Ontario region.

The regional distribution of these "transfers-out" in August and July, and the percentage change from the comparable months last year, was:

—	August	Change from Aug. 1963	July	Change from July 1963	8 Months 1964	Change from 1963	7 Months 1964	Change from 1963
		%		%		%		%
Atlantic	2,600	+0.3	2,500	+0.3	17,400	+10.2	14,800	+12.2
Quebec	7,600	−2.9	8,100	+4.9	59,600	−3.8	52,000	−3.9
Ontario	15,300	+1.0	13,900	−8.3	89,400	−3.5	74,100	−4.3
Prairie	5,200	−0.3	6,500	+11.4	42,500	+3.0	37,400	+3.5
Pacific	10,800	+5.7	11,200	+10.0	41,400	+2.5	30,600	+1.4
***Canada**	**41,500**	**+1.2**	**42,200**	**+2.0**	**250,300**	**−0.7**	**208,700**	**−1.0**

Vacancies notified by employers to National Employment Service offices numbered 143,300 in August, an increase of 1,100 over the number in August 1963, and 2.5 per cent above the average for the month during the previous five years. Vacancies in July numbered 150,600, an increase of 9.7 per cent from the figure in July 1963.

(Continued on page 902)

* Imbalances in national totals or regional cumulative totals are due to rounding.

Wage Schedules Prepared and Contracts Awarded in August

Works of Construction, Remodelling, Repair or Demolition

During August, the Department of Labour prepared 234 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 252 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 230 contracts not listed in this report, which contained the General Fair Wages Clause, were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works, and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	118	$855,252.00
Post Office	3	81,237.00
Royal Canadian Mounted Police	20	116,359.12

(The labour conditions included in contracts for the manufacture of supplies and equip- provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in August

During August, the sum of $5,742.61 was collected from seven contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 223 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in August

DEPARTMENT OF AGRICULTURE

Ottawa Ont: J R Statham Construction Ltd, alterations & additions to Mowat barn, Animal Research Institute. *Winnipeg Man:* Keewatin Electric Ltd, alterations & additions to electrical wiring system, laboratory bldg annex & greenhouses, Research Station.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Edward Biederman, painting of Bldg No 150. *Deep River & Chalk River Ont:* Smith Construction Ltd, paving of various areas. *Whiteshell Man:* G M Gest Contractors Ltd, supply & installation of mechanical & electrical process equipment, etc, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: M & T Construction Co Ltd, site improvement of specified areas. *Montreal Que:* Metro Industries Co Ltd, repairs to heating systems, Terrasse Belleville. *Rouyn Que:* H Trepanier, exterior painting of rental housing project. *Sept Iles Que:* Sept Iles Decoration, exterior painting of rental units, Les Habitations Basques Project. *Windsor Ont:* Eastern Painting & Decorating Co, exterior painting of units, rental housing project (12/48).

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Eskasoni Indian Agency N S: Municipal Ready Mix Ltd, reconstruction & paving of roads, Sydney Reserve No 28. *Bruce Indian Agency Ont:* Atco Industries Ltd (Alta Trailer Co 1961 Ltd), supply & erection of schools, Saugeen IR. *Fort Frances Indian Agency Ont:* Towland Construction Ltd, construction of paved asphalt surfaces, etc, Fort Frances IRS. *Kenora Indian Agency Ont:* Clow Darling Plumbing & Heating Co Ltd, alterations to Cecilia Jeffrey IRS. *Clandeboye Indian Agency Man:* Wm Oneschuk, construction of timber pile bridge, Alexander IR. *Norway House Indian Agency Man:* Sasaki & Associates Ltd, supply & installation of dishwashing unit, Cross Lake IRS: Sasaki & Associates Ltd, installation of dishwashing unit, Norway House IRS; Hudson Bay Plumbing Co Ltd, installation of water heater, etc, Norway House IRS. *Portage la Prairie Indian Agency Man:* E C Higgens & Sons Contractors Ltd, alterations & additions to Brandon IRS (Phase I). *Duck Lake Indian Agency Sask:* Rosthern Sand & Gravel Ltd, supply, hauling & spreading of gravel on road, Beardy IRs Nos 96 & 97; Comeau Construction Co Ltd, reconstruction of road, Beardy IRs Nos 96 & 97; Berg's Plumbing & Heating, plumbing & sewage revisions, Duck Lake IRS. *Meadow Lake Indian Agency Sask:* Gullickson & Benson Building Contractors, construction of classroom addition, power house & residence, Waterhen Lake. *Blood Indian Agency Alta:* Western Pump & Pipe Supply, supply & installation of artificial ice equipment, Blood IR; Weston Bros, miscellaneous repairs & painting, Standoff IDS. *Fort Vermilion Indian Agency Alta:* Bokor Drywall & Painting Ltd, interior painting, Assumption IRS. *Lytton Indian Agency B C:* B A Blacktop Ltd, asphalt paving, St George's IRS. *Stuart Lake Indian Agency B C:* Mike's Roofing & Insulation Ltd, reroofing & associated work, Lejac IRS. *Williams Lake Indian Agency B C:* T W P Thompson Construction Ltd, alterations & repairs, Redstone IDS.

DEFENCE CONSTRUCTION (1951) LIMITED

Dartmouth N S: Dartmouth Asphalt Co Ltd, asphalt repairs to runways & taxiways, HMCS *Shearwater*. *Greenwood N S:* Diamond Construction (1961) Ltd, repairs to runway 13-31, RCAF Station; Municipal Spraying & Contracting Ltd, road repairs, RCAF Station. *Halifax N S:* Always Maintenance Construction Ltd, reroofing of Bldgs Nos 6 & 7, Willow Park. *Camp Gagetown N B:* Morin & Plante Co Ltd, reroofing of barrack block; Diamond Construction (1961) Ltd, resurfacing parade square. *Chatham N B:* Delphis Cote Ltd, reroofing of bldgs, RCAF Station; North Shore Construction Ltd, resurfacing of roads, RCAF Station. *Bagotville Que:* Pic Construction Co Ltd, repairs to aircraft buttons, RCAF Station. *Quebec Que:* Vapbec Inc, improvements to ventilation & exhaust systems, La Citadelle. *Ste Catherine Que:* Antonio Sevigny, construction of security fencing. *St Jean Que:* Planned Renovators Ltd, painting of bldgs, RCAF Station. *Valcartier Que:* Conniston Construction Co Ltd, construction of nursery & planting of trees, Camp. *Camp Borden Ont:* Viking Automatic Sprinkler (Canada) Ltd, supply & installation of sprinkler system. *Kingston Ont:* M Sullivan & Son Ltd, construction of dormitory bldg, RMC; John Colford Contracting Co Ltd, replacement of boilers, etc, "J" Block. *Oakville Ont:* Gazzola Paving Ltd, asphalt paving, Surrey Park. *Picton Ont:* Walter F MacCormack, exterior painting of PMQs. *Trenton Ont:* H J Gascoigne Ltd, reroofing of hangar No 2, RCAF Station; Hugh Murray Ltd, alterations to bldg at transmitter site, RCAF Station; H J McFarland Construction Co Ltd, rebuilding of taxiway, RCAF Station. *Uplands Ont:* Malach Roofing & Flooring Ltd, reroofing of hangars, RCAF Station. *Gimli Man:* Tallman Construction Co Ltd, runway drainage, RCAF Station. *Portage la Prairie Man:* Hay Decorating Co Ltd, exterior painting of steelox married quarters; McEwen Bros Ltd, landscaping of runway overshoot areas, RCAF Station. *Rivers Man:* Tallman Construction Co Ltd, repair & extension of aircraft parking apron. *Shilo Man:* Zenith Paving Ltd, asphalt paving, Camp. *Winnipeg Man:* Safeway Electric Co Ltd, supply & installation of electric motors on boilers, Fort Osborne Barracks. *Calgary Alta:* Taylor Decorating Ltd, exterior painting of PMQs, Camp Sarcee. *Edmonton Alta:* A Clark Roofing (1961) Ltd, reroofing of bldgs. *Masset B C:* Granby Construction & Equipment Ltd, construction of access road & site preparation, RCN Radio Station.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Oliver Bernard, interior painting of barrack block No 52, RCAF Station. *Aldershot N S:* Mid-Valley Construction Co Ltd, replacement of exterior doors on 89 bldgs, Camp. *Cornwallis N S:* Acadia Construction Ltd, repairs & asphalt surface treatment of parade square, HMCS *Cornwallis*. *Greenwood N S:* Municipal Spraying & Contracting Ltd, crack sealing asphalt surfaces of runway 09-27 & north taxiway, RCAF Station. *Halifax N S:* Heating & Air Conditioning Co Ltd, lining walls & ceilings of three refrigerators, Bldg No 60, Windsor Park; Northern Roofing & Metal Workers (1961) Ltd, renewal &/or repair to roofs & flashings on various bldgs, HMC Dockyard. *Shearwater N S:* Twin City Steeplejack & Building Maintenance Co, exterior painting of garages, PMQs, RCN Air Station; Twin City Steeplejack & Building Maintenance Co, exterior painting of 53 PMQs, RCN Air Station. *Moncton N B:* A N Clarke & Son Ltd, exterior painting of various bldgs, HMCS *Coverdale*. *La Macaza Que:* F Blaschke Painting Co, repainting exterior of shelters, RCAF Station. *Montreal Que:* Johnston Wire Products Ltd, supply & installation of security screens, Longue Pointe Depot. *St Jean Que:* Andre Mercier, painting of RCAF bldg. *Ste Therese Que:* Canadian Erectors Ltd, general repairs to two boilers, coal handling equipment & boiler feed pumps, Bouchard Military Camp. *Barriefield Ont:* Eastern Ontario Terrazzo & Tile Co Ltd, replacement of sidewalks & curbs, Vimy Camp. *Centralia Ont:* Riverside Construction Co Ltd, resurfacing of parking lot, RCAF Station; R E Saunders Plumbing & Heating, replacing condensate return lines, RCAF Station. *Kingston Ont:* Amherst Painting & Decorating, repainting interior of barrack block, Bldg No B-2, Vimy Barracks; Canadian Shipbuilding & Engineering Ltd (Kingston Shipyards Division), repair & replacement of piping on steam distribution system; Canadian Shipbuilding & Engineering Ltd (Kingston Shipyards Division), repairs to underground steam distribution system; Joice-Sweanor Electric Ltd, rewiring & replacing receptacle outlets & power panels, Vimy Barracks; L M Welter Ltd, installation of subgrade drainage, Barriefield Camp. *Lindsay Ont:* Wm Kuypers, recovering Armoury roof. *Oakville Ont:* C M Newman Construction Ltd, modification of coal bunker to stand by generator room in heating plant bldg 1A, Ortona Barracks. *Ottawa Ont:* King Contractors, repainting exterior of 10 bldgs, vehicle proving grounds. *Picton Ont:* H J McFarland Construction Co Ltd,

surface treatment of gravel roads; H J McFarland Construction Co Ltd, repair & patching of asphalt road surfaces, Camp. *St Thomas Ont:* Cardinal Painting & Decorating Co Ltd, general maintenance, Armoury. *Toronto. Ont:* Lux Painting Co, interior painting of Bldg No 10 & exterior painting of Bldgs Nos 14 & 15, RCAF Detachment, 1107 Avenue Road. *Trenton Ont:* Walter F MacCormack, interior painting of Bldg No 130, Air Chief Marshall Breadner School, RCAF Station; John Ter Haar, exterior painting of 110 housing units, Middleton Park. *Beausejour Man:* McEwen Bros Ltd, placing of black top & sod, RCAF Station. *Winnipeg Man:* Oswald Decorating Co, exterior painting of various bldgs, Fort Osborne Barracks; E W Radeke Decorating, interior painting of bldgs, Fort Osborne Barracks. *Dundurn Sask:* W J English & Co Ltd, repairing built-up roofing on various bldgs, Military Camp. *Estevan Sask:* Clark Roofing (Sask) Ltd, repairs to built-up roofing on drill hall, Airport. *Moose Jaw Sask:* Moose Jaw Heating & Plumbing Co, roofing repairs, RCAF Station. *Calgary Alta:* Bow Welding Ltd, repair & retubing of boilers, Currie Barracks; M & S Paving Ltd, construction of parking lot, Currie Barracks. *Cold Lake Alta:* J Mason & Sons Ltd, repainting exterior of arch roof surface of hangars, RCAF Station. *Lancaster Park Alta:* Martin's Waterproofing, waterproofing basement perimeters of PMQs, RCAF Station. *Albert Head B C:* Plaza Paint Pot, interior painting of bldgs, Military Camp. *Victoria B C:* Hume & Rumble Ltd, relocation of substation "G", HMCS *Naden;* Victoria Paving Co Ltd, repairs to roads & drainage, Patricia Bay.

In addition, this Department awarded 85 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: L J Corkery Ltd, construction of Ottawa River Parkway from Sliddel Street to Prince of Wales Bridge; H J McFarland Construction Co Ltd, bituminous paving, Ottawa River Parkway; Alf Grodde Ltd, painting of main span, Champlain bridge.

NATIONAL HARBOURS BOARD

Halifax N S: Standard Paving Maritime Ltd, construction of sewer line & paving centre area, Pier B; Simon-Day Ltd, installation of dust control & signal systems, grain elevator; Standard Paving Maritime Ltd, paving areas of Ocean Terminals. *Montreal Que:* G M Gest Contractors Ltd, installation of electrical substation, etc, for new wharf, Section 56-E. *Vancouver B C:* Scotland & Adamson Paving Ltd, repaving & drainage, Commissioner Street.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Terra Nova National Park Nfld: Cletus White, painting of guide rail on Trans-Canada Highway. *Prince Edward Island National Park P E I:* Robert J Petrie Construction Ltd, construction of various bldgs. *Fort Amherst National Historic Park P E I:* Fontaine Nursery Farms Ltd, tree planting. *Cape Breton Highlands National Park N S:* M R Chappell Ltd, construction of toilet bldg in Black Brook picnic area. *Banff National Park Alta:* Burns & Dutton Construction (1962) Ltd, construction of campground at Two Jack Lake; Burns & Dutton Construction (1962) Ltd, contruction of watermain, storm & sanitary sewer system (Phase 2), Lower Lake Louise Development. *Yoho National Park B C:* Camson Construction Ltd, crushing, screening & stockpiling gravel.

POST OFFICE DEPARTMENT

This Department awarded 45 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Moonbeam Ont: Val d'Or Construction Co Ltd, construction of water & sewer system, etc. *Toronto Township Ont:* Bandiera & Sons Ltd, construction of sanitary collector sewer on Dundas Hwy, from Dixie Road to Wharton Way; Ture Anderson Construction Co Ltd, construction of trunk sewer on Orano Ave from Canterbury Road to easterly end of Orano Ave.

DEPARTMENT OF PUBLIC WORKS

Port Hope Simpson (Labr) Nfld: Diamond Construction (1961) Ltd, construction of wharf. *Calvert Nfld:* Glen Construction Co Ltd, wharf repairs. *Cape Freels South Nfld:* Babb Construction Ltd, wharf replacement. *Catalina Nfld:* Modern Construction Ltd,

wharf approach repairs. *Change Islands Nfld:* Twillingate Engineering & Construction Co Ltd, construction of wharf. *Charleston Nfld:* Glen Construction Co Ltd, construction of wharf. *Cow Head Nfld:* James E Shears, breakwater repairs. *Eddies Cove West Nfld:* James E Shears, breakwater repairs. *Margaree Nfld:* W L B Construction Ltd, construction of breakwater wharf. *Moreton's Harbour Nfld:* Guy H Eveleigh, construction of community stage wharf. *St Phillips Nfld:* Babb Construction Ltd, breakwater reconstruction. *Terra Nova National Park Nfld:* Thompson Construction (Chemong) Ltd, grading, culverts & base course for Sandy Pond Development. *New London P E I:* Northumberland Construction Ltd, breakwater repairs. *Robinson's Island P E I:* Edward MacCallum, construction of protection works. *Arichat N S:* Colin R MacDonald Ltd, wharf repairs. *Cheticamp Beach N S:* Stanley Reid, construction of marine slip. *Fox Island N S:* E K Potter Ltd & Wagner Construction, harbour improvements. *George's Island N S:* R A Douglas Ltd, construction of shore protection. *Halifax N S:* Central Electric, rewiring & relighting, federal bldg, Bedford Row; Cambrian Construction Ltd, construction of office bldg (Sir John Thomson). *Larry's River N S:* Colin R MacDonald Ltd, breakwater repairs. *Little Judique Harbour N S:* Albert MacDonald, breakwater repairs. *Louisburg N S:* Maritime Builders Ltd, wharf repairs. *Port Hood N S:* Colin R MacDonald Ltd, wharf repairs. *Swim's Point N S:* Shelburne Contracting Ltd, wharf repairs. *Tiverton N S:* Clare Construction Co Ltd, wharf repairs. *Trout Cove N S:* E K Potter Ltd, harbour improvements. *Alma N B:* Galbraith Construction Ltd, sea wall repairs, Fundy National Park. *Black's Harbour N S:* Leo Leblanc, wharf reconstruction. *Cap Bateau N B:* Comeau & Savoie Construction Ltd, construction of haulup. *Escuminac N B:* Lloyd Construction Co Ltd, construction of protection works. *Little Shippegan N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Pigeon Hill N B:* Comeau & Savoie Construction Ltd, construction of haul-up. *Pointe au Chene N B:* Diamond Construction (1961) Ltd, wharf repairs. *Anse au Beaufils Que:* Shickshock Enterprises Ltd, harbour repairs. *Bonaventure Que:* Bert Dimock, construction of retaining wall. *Cloridorme Que:* Yvon Huet, wharf repairs. *La Pocatiere Que:* Paul Malenfant, construction of post office bldg. *La Sarre Que:* L D Pilon Inc, replacement of heating boiler, federal bldg. *Les Escoumins Que:* La Fonderie de Lauzon Ltee, wharf improvements (ferry facilities). *Marsoui Que:* Reginald Gasse, wharf repairs. *Matapedia Que:* Theodose Pelletier, construction of protection works. *Phillipsburgh Que:* P Baillargeon Ltd, ground improvements, paving, etc. Customs & Immigration & warehouse bldgs. *Quebec Que:* Pare & Lapointe Inc, alterations to granite steps, The Terrace Citadel. *Riviere au Renard Que:* Clement Dumaresq, construction of protection works (Le Banc's property). *Ste-Anne-des-Monts Que:* Entreprises Mont Sterling Inc, reconstruction of protection wall. *St Augustin (Plage Saint-Laurent) Que:* Paul Emile Alain, construction of protection wall. *St. Roch sur Richelieu Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall. *Sept Iles Que:* Les Constructions du St Laurent Ltee, construction of protection works (Project "C"); H J O'Connell Ltd, harbour repairs & improvements to various wharves. *Stanhope Que:* Luigi Massariol, repairs to Customs & Immigration Bldg. *Varennes Que:* Gaston Dalpe, construction of retaining wall. *Vercheres Que.* Calixte Pigeon & Louis Provost, construction of retaining wall. *Dryden Ont:* Saville Construction Co Ltd, construction of federal bldg. *Gananoque Ont:* Jean Paul Richard Construction, wharf repairs. *Islington, Toronto & Scarborough Ont:* Atlas Building Maintenance Ltd, interior cleaning of postal stations. *Kingston Ont:* Canadian Dredge & Dock Co Ltd, reconstruction of east guide pier, La Salle Causeway. *Kitchener Ont:* Gordon A MacEachern Ltd, interior cleaning, New Postal Terminal Bldg, Gaukel Street. *Leamington Ont:* Dean Construction Co Ltd, construction of rubble stone protection. *Ottawa Ont:* A Lanctot Construction Ltd, painting, Centre Block, Parliament Bldgs; Queensway Painting & Decorating, interior redecoration, Veterans' Memorial Bldg (East), Wellington Street; Andrews Bros Construction (Ottawa) Ltd, construction of public washrooms, West Block; Universal Painters Ltd, interior painting, Daly Bldg; L Beaudoin Construction Ltd, alterations & repairs, Rideau Hall; Coady Construction Ltd, addition & alterations, Kaladar Bldg; Andrews Bros Construction (Ottawa) Ltd, alterations to growth chambers, K W Neatby Bldg, CEF; Pillar Construction Ltd, alterations to Food Processing Laboratory, Horticulture Bldg, CEF; A Lanctot Construction Co, alterations to metal partitions, Mines & Technical Surveys Administration Bldg, 588 Booth Street; Oakes Mechanical Contracting Co Ltd, installation of air conditioning system, Jackson Bldg; Billie Construction Co Ltd, grading & paving of lots, RCMP Headquarters, Alta Vista Drive. *Ottawa Ont & Hull Que:* Latulippe Bros, removal of ashes from central heating plants. *Peterborough Ont:* H A Russell & Sedore Ltd, ceiling repairs & alterations, federal bldg. *Port Elgin Ont:* Geo L Dillon Construction Co Ltd, repairs to south breakwater.

Sarnia Ont: Con-Eng Contractors Ltd, construction of warehouse. *Welland Ont:* Master Painters & Decorators, painting, federal bldg. *Whitefish Falls Ont:* Chisnell-Ganton Ltd, wharf repairs. *Windsor Ont:* Gordon A MacEachern Ltd, cleaning UIC Bldg, 441 University Avenue. *Arborg Man:* Dauphin Fixtures Ltd, construction of federal bldg. *Norway House Man:* F W Sawatzky Ltd, boiler conversion & fire pump, National Health & Welfare Hospital; Gertz Construction Ltd, construction of pumphouse, water supply & sewage disposal system, RCMP married quarters; F W Sawatzky Ltd, construction of post office bldg. *Prince Albert Sask:* Thorpe Bros Ltd, reroofing & repairs to east & south wings of cell block, Prince Albert Penitentiary. *Calgary Alta:* Befus Construction Ltd, alterations to first floor, Northern Electric Bldg. *Coaldale Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *Cold Lake Alta:* Valere's Construction Co Ltd, wharf repairs. *Edmonton Alta:* McNamara Construction Western Ltd, construction of Charles Camsell Hospital. *Lacombe Alta:* Alta-West Construction Ltd, construction of piggery. *Olds Alta:* Engineered Buildings (Calgary) Ltd, construction of RCMP detachment quarters. *Vulcan Alta:* Jason Construction Ltd, construction of post office bldg. *Burns Lake B C:* Bergen Construction Co Ltd, construction of federal bldg. *Dodge Cove B C:* Skeena River Piledriving Co Ltd, float renewal. *Fort St James B C:* Canwest Construction Co Ltd, construction of RCMP married quarters. *Gibsons Landing B C:* Pacific Piledriving Co Ltd, wharf & float repairs. *Glacier National Park B C:* Astra Construction Co Ltd, construction of avalanche defences, Mile 4.6, TCH. *Hopkins Landing B C:* Greenlees Piledriving Co Ltd, wharf & float reconstruction. *Tahsis B C:* Greenlees Piledriving Co Ltd, construction of wharf. *Victoria B C:* Excelsior Building Maintenance Ltd, interior cleaning of tented bldg for UIC; Canadian Building Maintenance Ltd, interior cleaning, Custom House, 816 Government Street. *Bell Rock N W T:* Territorial Expeditors Ltd, wharf repairs. *Inuvik N W T:* J Mason & Sons Ltd, painting & redecoration of various federal housing units. *Alaska Highway Y T:* Dawson Construction (Northern) Ltd, repaving entrance roads to Camp Takhini; Dawson Construction (Northern) Ltd, repaving of Camp Takhini. *Old Crow Y T:* Fuller & Knowles Co Ltd, installation of plumbing system, RCMP detachment quarters.

In addition, this Department awarded 70 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Allanburg & Welland Ont: R D McCollum Ltd, painting of structural steel members, Bridges Nos 11 & 13, Welland Canal.

DEPARTMENT OF TRANSPORT

Wabush (Labr) Nfld: Richard & B A Ryan (1958) Ltd, paving of runway, taxiway & apron, Airport. *Deer Lake Nfld:* Nordbec Construction, Inc, installation of lights for runway 07-25 & related work. *Pointe Ferrole Nfld:* Maritime Builders Ltd, construction of dwellings & storage sheds & demolition of dwelling & boathouse. *St John's Nfld:* Mathews Conveyor Co Ltd, revisions to baggage handling facilities. *Sydney N S:* Power Installations (Sarnia) Ltd, construction of remote transmitter bldg, etc. *Dorval Que:* The Highway Paving Co Ltd, repairs to aircraft parking area, Montreal International Airport. *Quebec Que:* The St Lawrence Construction, Ltd, renovations to water distribution system, Airport. *Earlton Ont:* Timmins Electric Ltd, replacement of light poles, Airport. *London Ont:* Towland Construction Ltd, construction of car park & entrance road, Airport. *Sault Ste Marie Ont:* E Osis & Co Ltd, landscaping approach to runway 04. *near Smith Falls Ont:* Code Construction Co Ltd, construction of fixed bridge over Rideau River at Kilmarnock. *Timmins Ont:* E Minard Co Ltd, paving apron & access road. *Windsor Ont:* Woollatt Construction Ltd, increasing meter parking area & surfacing of roads. *Calgary Alta:* McCormick Electric Ltd, installation of identification lights, etc, Municipal Airport. *Edmonton Alta:* Alberta Concrete Products Co Ltd, development of air cargo area & related work, International Airport. *Grande Prairie Alta:* Arthur A Voice Construction Co Ltd, replacement of sewer mains & related work, Airport. *Fort Nelson B C:* Steidel Painting, painting of various dwellings & bldgs, Airport. *Fort St John B C:* Freddies Painting, interior painting of various dwellings & bldgs, Airport. *Kains Island B C:* Johnson Construction, construction of dwelling. *Kelowna B C:* Leebilt General Contractors Ltd, construction of non-directional beacon bldgs & related work. *Quesnel B C:* R A Roland, painting of airport bldgs. *Sidney B C:* Acme Painters & Decorators, painting of bldgs, Victoria International Airport. *Tofino B C:* Tom Gibson & Sons Ltd, construction of floats & repairs to approach, Clayoquot Lifeboat

Station. *Vancouver B C:* J A Gebert Ltd, installation of ventilation system & related work. *Cambridge Bay N W T:* D L Guthrie Construction, renovations to transient centre & related work. *Yellowknife N W T:* Bert Langenham, cleaning Air Terminal Bldg, Airport; Solar Construction Co Ltd, landscaping, lighting of entrance road & car parking areas, Air Terminal Bldg, Airport.

In addition, this Department awarded 15 contracts containing the General Fair Wages Clause.

Decisions of the Umpire

(*Continued from page 893*)

In this case the claimant has stated that he was not available for work outside Anticosti Island. He admitted that his last employer was the only one on the Island and that he had no work to offer him. The employer confirmed that he had no work to offer the claimant. The board of referees also admitted there was no work for the claimant on the Island. In similar cases the Umpire has decided that a claimant did not prove he was available for work, since he was restricting his availability to a locality where there was practically no possibility of finding employment (CUBs 748, 1409 and 2092). Moreover, the Umpire stated that the "time" or "reasonable interval" factor has very little importance when there is virtually no employment in the area where a claimant restricts his availability (CUB 1409), and that a claimant does not prove he is available if he restricts his availability to work for which there is no demand at that time (CUB 2166).

Considerations and Conclusions: The conclusions of the board of referees are clearly contrary to the jurisprudence established by the Umpire in several decisions and, among others, in those on which the insurance officer based his grounds of appeal.

In view of the foregoing, I decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

I wish to add that even if, for a person who lives permanently in a region like that of the claimant and who refuses to go and work elsewhere, there is no hope of obtaining benefits; whatever the number of contributions, the Unemployment Insurance Act has no remedial provisions.

Recent Regulations

(*Continued from page 890*)

(d) the wife or child of an employee of the employer or an employee of the employer except on the security of a mortgage on residential real estate.

Every employer must arrange for a review of his plan every five years by an actuary, accountant, or a qualified officer of the insurance or trust company administering the plan or of the Annuities Branch, Department of Labour (Canada), depending upon the type of plan. The person reviewing the pension plan must prepare a report containing the information specified in the regulations, which the employer must file with the Pension Commission.

Ontario Radiological Technicians Act

Ontario proclaimed in force on August 1 the Radiological Technicians Act, 1962-63, which provides for the establishment of a governing board for medical radiological technicians and for a system of registration. On the same date, O. Reg. 185/64, the first general regulations issued under the Act, came into operation.

Among other matters, the regulations set out educational requirements for admission to courses of training in Diagnostic Radiological Technique and in Therapeutic Radiological Technique, specify the content of courses, and provide for the examination of candidates and the registration of qualified radiological technicians.

Monthly Report of Placement Operations

(*Continued from page 895*)

Vacancies for men numbered 86,900 in August, a decrease of 0.4 per cent from the previous August, although increases ranging up to 5.2 per cent were recorded in the Ontario, Prairie and Pacific regions. During July, 97,600 job openings for men were recorded, which was an increase of 12.4 per cent over the July 1963 figure.

Vacancies for female workers in August numbered 56,400, an increase of 2.6 per cent over the same month last year. There was a moderate increase in the demand for female labour in all regions except Quebec.

PRICE INDEX

Consumer Price Index, September 1964

The consumer price index (1949=100) declined 0.4 per cent to 135.6 in September from 136.1 in August. The September index was 1.6 per cent above the September 1963 index of 133.4.

The decrease in the month was caused mainly by a decrease of 1.8 per cent in the food group and a smaller decline in the recreation and reading group. The housing, clothing, transportation and health and personal care groups edged upward; the tobacco and alcohol group was unchanged.

The food index decreased 1.8 per cent to 132.7 from 135.1, chiefly reflecting further marked seasonal price decreases for fresh fruits and vegetables. Lower prices were also reported for sugar, sirloin steak, ham, lamb and poultry. Prices were higher for eggs and most cuts of beef.

The housing index increased 0.1 per cent to 138.9 from 138.7 in August, as both the shelter and household operation components increased slightly. Rent and home-ownership costs were higher in shelter. Slightly higher prices for furniture, floor coverings, textiles, and household supplies moved the household operation component.

The clothing index was 0.4 per cent higher at 119.4 from 118.9, reflecting generally higher prices for men's, women's and children's wear, footwear, piece goods and clothing services.

The transportation index at 141.6 was 0.1 per cent higher than its August level of 141.4. Higher prices for automobile repairs, batteries, tires and lubrication outweighed a small decline in gasoline prices.

The health and personal care index increased 0.1 per cent to 167.7 from 167.5 as the personal care component moved slightly higher.

The recreation and reading index declined 0.4 per cent to 150.9 from 151.5 as a result of sale prices for magazine subscriptions and a slight decrease in the price of television repairs.

The tobacco and alcohol index was unchanged at 120.2.

Group indexes in September 1963 were: food 131.3, housing 136.5, clothing 116.1, transportation 141.1, health and personal care 162.7, recreation and reading 149.1 and tobacco and alcohol 118.1.

City Consumer Price Indexes, August 1964

Consumer price indexes (1949=100) increased in three of the ten regional cities, decreased in four and remained unchanged in three between July and August. Movements in nine cities ranged from a decline of 0.2 per cent in Montreal and Ottawa to an increase of 0.2 per cent in Edmonton-Calgary. In St. John's the increase was 0.5 per cent.

Food indexes declined in five cities and rose in four; there was no change in Winnipeg. The rise was highest in St. John's, which experienced a 1.4-per-cent increase, and the decline was greatest in Ottawa, where there was a 0.9-per-cent drop. Housing indexes edged up in six cities, down in two, and remained constant in two. Clothing indexes were unchanged in five cities, up 0.2 per cent in Edmonton-Calgary and Vancouver, and down in three remaining cities, with the fall in the Halifax index being 0.9 per cent. The transportation indexes were unchanged in two cities, declined in six and increased in two. Health and personal care indexes were higher in four cities, lower in three and unchanged in three. The indexes for recreation and reading were unchanged in seven cities but moved upward in three. There were no changes in the tobacco and alcohol indexes except for a fractional decrease in Edmonton-Calgary.

Regional consumer price index point changes between July and August were: Montreal —0.3 to 135.5; Ottawa —0.3 to 136.6; Toronto —0.2 to 137.4; Vancouver —0.1 to 133.2; St. John's +0.6 to 122.5*; Edmonton-Calgary +0.3 to 129.0; Halifax +0.1 to 132.8. Saint John, Winnipeg and Saskatoon-Regina remained unchanged at 135.5, 132.4 and 130.5 respectively.

Wholesale Price Index, August 1964

The general wholesale index (1935=39-100) in August was 245.0, practically unchanged from the July index of 244.9, and was 0.1 per cent above the August 1963 index of 244.7.

Three of the eight major group indexes advanced in August, four declined, and the remaining one, non-metallic minerals products, was unchanged.

The iron products group index rose 1.0 per cent in August to 257.6 from the July index of 255.1, the chemical products group advanced 0.8 per cent to 192.7 from 191.2, and the animal products group index rose 0.5 per cent to 253.2 from 252.0.

The vegetable products group index moved down 0.8 per cent to 219.2 from 220.9, the wood products group index declined 0.3 per cent to 331.6 from 332.6.

* On base June 1951=100.

Two major group indexes eased downward by 0.1 per cent in August: textile products to 247.8 from 248.0, and non-ferrous metals products to 204.8 from 205.0.

The non-metallic minerals products index was unchanged at 190.8.

U.S. Consumer Price Index, August 1964

The United States consumer price index (1957-59=100) fell 0.1 per cent to 108.2 in August from 108.3 in July. The index in August 1963 was 107.1.

The drop followed the pattern for August in six of the last 10 years, but the easing was somewhat less than expected.

Food prices, which in early summer ran above those of all previous years because of poor weather in many parts of the country, did drop by 0.3 per cent in August. In the non-food area, the prices of new cars declined as dealers prepared for the arrival of 1965 models. Used car prices also declined.

British Index of Retail Prices, July 1964

The British index of retail prices (Jan. 16, 1962=100) was 107.4 in mid-July, unchanged from the mid-June figure. The July 1963 index was 103.3.

The food group index was 108.9 compared with 109.1 in June.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 192

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Forty-sixth Annual Report for the Year ended December 31, 1963.* Edmonton, 1964. Pp. 39.

2. BUREAU OF RAILWAY ECONOMICS, WASHINGTON, D.C. *A Review of Railroad Operations in 1963,* by J. Elmer Monroe, Vice-President, Association of American Railroads. Washington, 1964. Pp. 56.

3. CANADA. CIVIL SERVICE COMMISSION. *Annual Report, 1963.* Ottawa, Queen's Printer, 1964. Pp. 40.

Published in French as: Commission du Service Civil du Canada. *Rapport annuel, 1963.* Pp. 43.

4. CANADA. DEPARTMENT OF CITIZENSHIP AND IMMIGRATION. IMMIGRATION BRANCH. *Immigration Statistics, 1963.* Ottawa, 1963. Pp. 30.

5. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws.* October, 1963. Ottawa, Queen's Printer, 1964. Pp. 41.

6. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1963.* Toronto, Queen's Printer, 1964. Pp. 57.

7. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Eighth Annual Report for the Fiscal Year ended March 31st, 1963.* Charlottetown, 1964. Pp. 41.

8. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Seventeenth Annual Survey of Salaries and Wages.* August, 1963. Regina, 1963. Pp. 15.

9. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *Education and Training: Key to Development of Human Resources; Second Annual Report of the Secretary of Health, Education, and Welfare to the Congress on Training Activities under the Manpower Development and Training Act.* Washington, GPO, 1964. Pp. 50.

10. U.S. PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY. *Report to the President, November 26, 1963.* Washington, GPO, 1964. Pp. 150.

Automation

11. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Automation's Unkept Promise.* Washington, 1962. Pp. 28.

Examines some problems created by automation.

12. AMERICAN FOUNDATION ON AUTOMATION AND EMPLOYMENT. *A Report to the President of the United States.* New York, 1963. Pp. 46.

The American Foundation on Automation and Employment was established in 1962 and is jointly sponsored by U.S. Industries, Inc., a producer of automation equipment, and by the International Association of Machinists. This formal report was prepared for the late President Kennedy and deals with two meetings in London and in Geneva (sponsored by the Foundation) which examined automation's impact on workers, management, and industrial relations in general.

Business

13. BATES, JAMES. *The Financing of Small Business.* London, Sweet & Maxwell, 1964. Pp. 230.

Contains an outline of the main sources of funds available to small firms and an account of the major problems and difficulties associated in financing a small business. As well, there is an account of the results of an inquiry into the financial affairs of small and medium-sized manufacturing firms carried out by the Oxford University Institute of Statistics during 1956.

14. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Small Retail Store Accounting.* Toronto [c1959] Pp. 42.

Articles, with the exception of the last, are reprinted from *The Canadian Chartered Accountant.*

Contents: Merchandise Planning. Merchandising Control. Handling Cash Control. Planning the Budget. Sales and Credit Problems. Accounting Procedures. Problems of Income Tax.

15. SMITH, CHARLES WHITLEY. Making Your Sales Figures Talk. 3d ed. Washington, GPO, 1964. Pp. 36.

Suggests "a number of practical steps that a small manufacturer can take to find opportunities to increase sales or reduce marketing costs through the analysis of *his own* sales figures."

Civil Rights

16. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISON. *Human Rights in the United Kingdom.* London, HMSO, 1963. Pp. 32.

17. U.S. COMMISSION ON CIVIL RIGHTS. *Civil Rights '63; Report.* Washington, GPO, 1964. Pp. 268.

Collective Bargaining

18. FLANDERS, ALLAN. *The Fawley Productivity Agreements; a Case Study of Management and Collective Bargaining.* London, Faber & Faber, 1964. Pp. 360.

In 1960, at the Fawley Refinery of the Esso Petroleum Company Limited of Great Britain, an agreement was reached between the company and the unions representing its employees, which agreement provided increases in wage rates in return for the consent of the unions to changes in working practices. The author studied the agreement and reports on his findings.

19. JACOBS, PAUL. *Old before its Time: Collective Bargaining at 28.* Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1963. Pp. 46.

The author presents a rather pessimistic view of the future of collective bargaining in the U.S. He believes that the system of collective bargaining "has proved less and less adequate for the solution of some basic problems now faced by unions and management, and . . . an increasing number of workers remain outside the system, with very little possibility they will ever come into it."

Economic Conditions

20. ATLANTIC PROVINCES ECONOMIC COUNCIL. *The Atlantic Provinces in Relation to the Canadian Economy, 1867-1955.* [Moncton, 1955] Pp. 35.

21. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT COUNCIL. *The Growth of the Economy.* London, HMSO, 1964. Pp. [127].

Contains an appraisal of the economic and industrial situation in Great Britain.

22. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys by the OECD: Sweden.* March 1964. Paris, 1964. Pp. 36.

23. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: United Kingdom.* July 1963. Paris, 1963. Pp. 47.

Education, Vocational

24. DYMOND, WILLIAM RICHARD. *The Implications of Canada's Changing Manpower Requirements for Technical and Vocational Education; Talk to the Conference on Manpower Training and Development in Canada, Winnipeg, September 4th, 1963.* [Ottawa, Canada Dept. of Labour, 1963]. Pp. 20.

25. NOSOW, SIGMUND. *Vocational Curricula in Michigan.* East Lansing, Office of Research and Publications, College of Education, Michigan State University, 1963. 1 volume (unpaged).

Industrial Relations

26. BEAUMONT, RICHARD AUSTIN. *Management, Automation, and People,* by

Richard A. Beaumont [and] Roy B. Helfgott. New York, Industrial Relations Counselors, 1964. Pp. 372.

Discusses how industrial relations practices and policies have been affected by automation, based on a study of experiences in 36 companies.

27. FRIEDLAND, WILLIAM H. *Unions and Industrial Relations in Underdeveloped Countries.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 60.

A brief examination of trade unionism and industrial relations in underdeveloped countries in Asia and Africa, with a comparison to conditions in the U.S.

28. STURMTHAL, ADOLF FOX. *Workers Councils; a Study of Workplace Organization on Both Sides of the Iron Curtain.* Cambridge, Mass., Harvard University Press, 1964. Pp. 217.

Compares workers' councils in 4 countries: France, Germany, Poland, and Yugoslavia.

Labour Organization

29. CLEGG, HUGH ARMSTRONG. *A History of British Trade Unions since 1889. Vol. 1, 1889-1910,* by H. A. Clegg, Alan Fox and A. F. Thompson. Oxford, Clarendon Press, 1964. Pp. 514.

In the period covered by this book collective bargaining was developing; the British Labour Party had its beginning; labour legislation was being formulated, etc.

30. FRANKS, MAURICE RUDOLPH. *What's Wrong with Our Labor Unions!* With an introd. by Karl E. Mundt. Indianapolis, Bobbs-Merrill, 1963. Pp. 256.

The author suggests some changes he would like to see in the American trade union movement.

31. GITELMAN, MORTON. *Unionization Attempts in Small Enterprises; a Guide for Employers.* Prepared under the Small Business Studies Program of Duke University. Project Director: F. Hodge O'Neal. Mundelein, Ill., Callaghan, 1963. Pp. 203.

Contents: Unions and the Small Enterprise. The Union Organizer and How he operates. Should the Employer resist a Unionization attempt. The Organization Campaign. NLRB (U.S. National Labor Relations Board) Elections.

32. HEPTON, ESTELLE. *Battle for the Hospitals:* a Study of Unionization in Non-*Profit Hospitals.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 63.

Concerns the question of unionization of non-professional workers in non-profit hospitals in the U.S., with particular reference to New York State and New York City.

33. McCARTHY, W. E. J. *The Closed Shop in Britain.* Oxford, Blackwell, 1964. Pp. 294.

"This book is concerned with the nature, extent, functions, effects and justification of the 'closed shop'—defined as a situation in which employees come to realize that a particular job is only to be obtained and retained if they become and remain members of one of a specified number of trade unions."

34. PARSONS, OWEN HENRY. *Trade Unions hamstrung; the Meaning of Rookes v. Barnard.* London, L. R. D. Publications, 1964. Pp. 23.

Mr. Rookes, a draughtsman employed by B.O.A.C., sued 3 union officials of the Association of Engineering and Shipbuilding Draughtsmen, claiming damages for the loss of his employment which was allegedly caused by the defendants. When the plaintiff left the union, a strike was threatened unless he was fired by B.O.A.C. This is a brief examination of the case.

35. NATIONAL POLICY CONFERENCE, UNITED STEELWORKERS OF AMERICA, MONTREAL, 1964 [*Reports presented to Conference, April 16, 17 and 18, 1964, Montreal, P.Q.* Toronto, 1964] Pp. 154, 9.

Library also has same in French entitled *Rapports, études et résolutions, Congrès national d'orientation, Montréal (Québec), les 16 et 17 avril 1964.*

36. SULTAN, PAUL EDWARD. *The Disenchanted Unionist.* [1st ed.] New York, Harper & Row, c1963. Pp. 272.

This book reflects the attitudes of 50 union members (46 men and 4 women) who were critical of union policy and who felt frustrated because of their inability to change it.

Labour Supply

37. BAKKE, EDWARD WIGHT. *A Positive Labor Market Policy; Policy Premises for the Development, Operation, and Integration of the Employment and Manpower Services.* Columbus, Ohio, C. E. Merrill Books, 1963. Pp. 225.

An examination of the functioning of Employment Services in the United States and in some European countries.

38. BEAUSOLEIL, GILLES. *Analyse du marché du travail des infirmières au Québec* [par] Gilles Beausoleil, Francyne Beaudoin [et] Richard Beland. Montréal, L'Alliance des infirmières de Montréal, 1964. Pp. 120.

Examines the nursing shortage in Quebec. Contains statistics on salaries and other matters pertaining to nurses and hospitals.

39. BURTT, EVERETT JOHNSON. *Labor Markets, Unions, and Government Policies.* New York, St. Martin's Press, 1963. Pp. 454.

Considers "the major areas of labour economics: labor force and labor supply, the development of union organization, union policy, collective bargaining and its regulation, wages and wage theory, unemployment, and government policy for full employment and social security."

40. HAREWOOD, JACK. *Employment in Trinidad and Tobago in 1960.* [Mona?] Jamaica, University of the West Indies, Institute of Social and Economic Research [n.d., 1964?] Pp. 81.

41. JENSEN, VERNON HORTON. *Hiring of Dock Workers and Employment Practices in the Ports of New York, Liverpool, London, Rotterdam, and Marseilles.* Cambridge, Harvard University Press, 1964. Pp. 317. Published in Canada by S. J. Reginald Saunders & Co., Ltd., Toronto.

Hiring and employment practices of longshoremen in five major ports "are described and compared to show the extent to which the dock labor market has been made more orderly. The basic problem in each of the ports has been, and to some extent still is, that of casual employment."

42. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Unemployment Programs in Sweden. Materials prepared for the Joint Economic Committee, Congress of the United States.* Washington, GPO, 1964. Pp. 51.

An examination of various programs used by Sweden to maintain high levels of employment, with particular attention paid to two features: relocation assistance and the use of tax incentives.

43. WOLFBEIN, SEYMOUR LOUIS. *Employment and Unemployment in the United States; a Study of the American Labour Force.* Chicago, Science Research Associates, 1964. Pp. 339.

The author is Deputy Manpower Administrator, U.S. Department of Labor, Office of Manpower. He tells how the U.S. government departments and agencies gather statistics about the labour force and the unemployed.

Labouring Classes

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry. Conditions de travail dans l'industrie canadienne. Report, Rapport No. 7, 1963.* Ottawa, Queen's Printer, 1964. Pp. 209.

Text in English and French.

Provides statistical information about hours work, paid holidays, paid vacations, pension plans, group life insurance, sickness and accident leave provisions, educational assistance, and the number of employees covered by collective agreements.

45. CHESNEAUX, JEAN. *Le mouvement ouvrier chinois de 1919 à 1927.* Paris, Mouton, 1962. Pp. 652.

46. ENGELS, FREDERICK. *The Condition of the Working-Class in England in 1844; with a Preface written in 1892.* Translated by Florence Kelley Wischnewetzky. Reprinted 1952 with the Dedication written by Engels in English in 1845. London, G. Allen and Unwin, 1952. Pp. [300].

47. GORDON, ROBERT AARON. *Twenty Years of Economic and Industrial Change.* Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 51-63.

Reprinted from Proceedings of a Conference on Space Science and Urban Life, published by National Aeronautics and Space Administration, Washington, D.C., 1963.

48. GREENBAUM, MARCIA L. *The Shorter Workweek.* Ithaca, New York State School of Industrial and Labor Relations, at Cornell University, 1963. Pp. 52.

". . . A study of the labor arguments for and the industry arguments against a reduction in working hours. It is also an examination of the belief that the shorter workweek is a major solution to the dilemma of the age of automation—unemployment."

49. OKO, DOROTHY KUHN. Comp. *Library Service to Labor.* Compiled by Dorothy Kuhn Oko and Bernard F. Downey. New York, Scarecrow Press, 1963. Pp. 313.

Consists of selections of articles in publications of the Joint Committee on Library Service to Labor Groups, a subcommittee of the Adult Services Division of the American Library Association. These articles deal with establishing and operating a labour service in public libraries for working people.

Laws and Legislation

50. CANADA. LAWS, STATUTES, etc. *Corporations and Labour Unions Returns Act, Canada, with Regulations and Forms.* Don Mills, Ont., CCH Canadian Limited [c1963]. Pp. 39.

The Act was proclaimed in force January 1, 1963.

"The purpose of the Corporations and Labour Unions Returns Act is to provide the federal government and individuals with information as to the degree of external control and the effect of this domination on the Canadian economy . . . In principle, it requires every corporation and trade union carrying on activities in Canada (with certain listed exceptions) to file an annual report of an organizational and financial nature with the Dominion Statistician."

51. U.S. SOLICITOR OF THE DEPARTMENT OF LABOR. *Legislative History of the Labor-Management Reporting and Disclosure Act of 1959, Titles I-VI.* Washington, GPO, 1964, Pp. xlvii, 1138.

Includes legislation.

Contains the text of the Labor-Management Reporting and Disclosure Act of 1959, as well as excerpts from U.S. Congressional Senate and House Hearings on the legislation.

Management

52. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Management Aids for the Smaller Company.* Toronto, c1962. Pp. 62.

Includes articles reprinted from *The Canadian Chartered Accountant.*

Partial Contents: The Relationship of the Accountant to the Smaller Company. Raising Capital. Sales Planning. Budgeting Control. Management Consulting Services. Mechanized Data Processing. Credit and Collection Problems.

53. McGREGOR, DOUGLAS MURRAY. *The Human Side of Enterprise.* New York, McGraw-Hill, 1960. Pp. 246.

This book poses and attemps to answer the question: What makes a manager?

54. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Motivating the Older Salesman; a Symposium.* New York, 1964. Pp. 40.

A discussion of how a firm can retain its salesmen and keep them happy.

Women

55. NYE, FRANCIS IVAN. *The Employed Mother in America,* by F. Ivan Nye [and] Lois Wladis Hoffman. With contributions by Jean Adamson [and others]. Chicago, Rand McNally, 1963. Pp. 406.

This book considers the reasons why married women work, the effects of the mother's working on the children and on the husband-wife relationship, and the adjustment of the mother to her two roles as a worker and a homemaker.

56. U.S. WOMEN'S BUREAU. *Equal Pay Facts.* Rev. ed. Washington, GPO, 1964. Folder.

57. U.S. WOMEN'S BUREAU. *Women in the World Today;* International Report 1-7. Washington, GPO, 1963. 7 nos.

Contents: 1. Women in High-Level Elective and Appointive Positions in National Governments. February 1963. 2. Political Rights of Women in Member Nations of the United Nations. August 1963. 3. Policies of National Governments on Employing Women. April 1963. 4. Equal Pay in Member Nations of the International Labor Organization. May 1963. 5. Protective Labor Legislation for Women in 91 countries. March 1963. 6. Maternity Protection and Benefits in 92 Countries. June 1963. 7. Notes on Women in Employment in the United States and Nine European Countries. January 1963.

Miscellaneous

58. CANADA. DEPARTMENT OF FINANCE. FEDERAL-PROVINCIAL RELATIONS DIVISION. *Federal-Provincial Conditional Grant and Shared-Cost Programmes, 1962.* Ottawa, Queen's Printer, 1963. Pp. 160.

Contains a summary of the various federal-provincial conditional grant and shared-cost programs in existence as of December 31, 1962.

59. CANADA. ROYAL COMMISSION ON HEALTH SERVICES [*Report*] Volume 1. Ottawa, Queen's Printer, 1964. Pp. 914.

Volume 1 contains analyses of the health care services available to the public and recommendations of the Commission. The Royal Commission's terms of reference were "to inquire into and report upon the existing facilities and the future need for health services for the people of Canada and the resources to provide such services, and to recommend such measures, consistent with the constitutional division of legislative powers in Canada, as the Commissioners believe will ensure that the best possible health care is available to all Canadians."

60. DUNNETTE, MARVIN D. *Critics of Psychological Tests: Basic Assumptions: How Good?* Minneapolis, University of Minnesota, Industrial Relations Center, 1964. Pp. [63]-69.

A critical examination of Banesh Hoffmann's book, The Tyranny of Testing, published in 1962, a book critical of psychological tests.

61. GREAT BRITAIN. COMMITTEE ON WINTER BUILDING. *Winter Building; an Interum Review.* London, HMSO, 1963. Pp. 33.

Committee appointed June 1963 by the Minister of Public Building and Works.

Considers the cost of winter building; weather conditions; building design, contract, specification and planning; transportation of materials to and storage and protection of them on the site; trade problems and precautions, such as the care of materials under adverse weather conditions; and, protection of employees.

62. FRENCH, EARL B. *Personnel Problems in Industrial Research and Development.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1963. Pp. 46.

A study of the effective utilization of scientists and engineers on the job.

63. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. SPECIAL COMMITTEE FOR CHEMICAL PRODUCTS. *The Chemical Industry, 1961-1962; a Study.* Paris, 1963. Pp. 175.

"This report deals with the situation in Member countries' chemical industries during the calendar year 1961, and gives some information on developments during the first six months of 1962."

64. PILCH, MICHAEL. *New Trends in Pensions* [by] Michael Pilch and Victor Wood. London, Hutchinson, 1964. Pp. 223.

The two authors are pension consultants. This book is based on a sample of 180 companies and deals with practical aspects of planning pensions.

65. REGIONAL SCIENCE ASSOCIATION. *Papers and Proceedings, vol. 9, 1962.* Edited by Gerald A. P. Carrothers, with assistance from Eliahu Romanoff. Philadelphia, Wharton School, University of Pennsylvania [1962?] Pp. 251.

The papers deal with location of residential areas and with regional and urban development.

66. SHEARD, TERENCE. *The Drafting of Wills and Other Lectures to the Bar Admission Course of the Law Society of Upper Canada.* Toronto, Carswell, 1963. Pp. 85.

67. U.S. CHILDREN'S BUREAU. *Homemaker Services; History and Bibliography.* Washington, GPO, 1964. Pp. 116.

68. U.S. NATIONAL INSTITUTE OF MENTAL HEALTH. *Human Aging, a Biological and Behavioral Study.* Edited by James E. Birren [and others] Bethesda, Md.; [For sale by GPO, Washington, 1963] Pp. 328.

Contains 16 chapters reporting the findings of 22 investigators on various aspects of aging.

Report of Conciliation Board

(Continued from page 884)

2. Because of the need for prompt testing, it is necessary to provide shift work periods that do not always coincide with regular plant hours. Accordingly, some flexibility is required from time to time in establishing shifts. If a shift is necessary that will straddle midnight by more than two hours, then third shift premiums will be paid on all hours after midnight on such shifts. In all cases, the parties to this agreement will endeavour to agree on mutually satisfactory shift time.

3. In case of layoff, departmental seniority only will apply, so that lab employees may not claim work in other plant departments, or other plant department employees claim work in the laboratory, by reason of plant seniority.

4. Holiday and sickness relief by temporary employees will come under the trainee pay schedule.

5. Laboratory employees, other than summer relief, shall be granted seniority upon completion of sixty (60) days' service within a four month period; provided that they are subject to dismissal, if, in the opinion of the Plant Chemist, they do not make satisfactory progress during the training period. The training period to be understood as that period during which they are classified as Technician B.

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LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION WEEK ENDED SEPTEMBER 19, 1964

(Estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,972	628	1,938	2,544	1,218	644
Men	4,984	471	1,413	1,774	868	458
Women	1,988	157	525	770	350	186
14–19 years	668	71	208	207	129	53
20–24 years	907	93	301	292	150	71
25–44 years	3,073	254	867	1,147	516	289
45–64 years	2,103	189	517	805	379	213
65 years and over	221	21	45	93	44	18
Employed	6,754	594	1,854	2,489	1,198	619
Men	4,822	442	1,348	1,737	853	442
Women	1,932	152	506	752	345	177
Agriculture	674	44	118	169	321	22
Non-agriculture	6,080	550	1,736	2,320	877	597
Paid Workers	5,581	498	1,588	2,147	810	538
Men	3,872	361	1,130	1,462	540	379
Women	1,709	137	458	685	270	159
Unemployed	218	34	84	55	20	25
Men	162	29	65	37	15	16
Women	56	*	19	18	*	*
Persons not in the Labour Force	5,840	661	1,755	1,928	947	549
Men	1,377	172	408	430	224	143
Women	4,463	489	1,347	1,498	723	406

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 19, 1964, CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,812	2,033	3,703	982	3,814	913	1,367
Labour Force	6,972	668	3,586	850	1,019	628	221
Employed	6,754	615	3,515	797	1,001	612	214
Unemployed	218	53	71	53	18	16	*
Not in the labour force	5,840	1,365	117	132	2,795	285	1,146
Participation rate[2]							
1964, September 19	54.4	32.9	96.8	86.6	26.7	68.8	16.2
August 22	56,3	45.6	97.1	91.3	25.3	67.7	16.0
Unemployment rate[3]							
1964, September 19	3.1	7.9	2.0	6.2	1.8	2.5	*
August 22	3.4	7.9	2.2	6.1	1.9	2.4	*

[1]Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The Labour Force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 19, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	September 1964	August 1964	September 1963
Total Unemployed	218	247	250
On temporary layoff up to 30 days	10	16	13
Without work and seeking work	208	231	237
Seeking full-time work	195	216	227
Seeking part-time work	13	15	10
Seeking under 1 month	78	76	87
Seeking 1–3 months	65	89	79
Seeking 4–6 months	27	25	27
Seeking more than 6 months	38	41	44

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September...	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	.....
November....	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February....	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March.....	48.8	529.8	165.4	.....	.....	.....	.....	.....	.....	1,839.5
April.....	47.3	532.6	170.6	.....	.....	.....	.....	.....	.....	1,870.5
May.....	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June*.....	51.4	558.2	179.9	.....	.....	.....	.....	.....	.....	1,995.5
July†.....	52.3	546.4	182.9	.....	.....	.....	.....	.....	.....	1,977.4
Seasonally Adjusted										
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September...	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November...	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February....	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March.....	50.1	540.0	173.5	.....	.....	.....	.....	.....	.....	1,906.5
April.....	49.0	535.1	175.1	.....	.....	.....	.....	.....	.....	1,913.1
May.....	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June*.....	50.3	543.2	175.1	.....	.....	.....	.....	.....	.....	1,927.5
July†.....	50.7	546.2	176.0	.....	.....	.....	.....	.....	.....	1,945.1

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at June 1964 employers in the principal non-agricultural industries reported a total employment of 3,180,307. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May*	129.1	202.0	86.80	121.4	204.8	90.05
June†	133.0	201.7	86.63	123.9	204.0	89.68

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

	Employment Index Numbers			Average Weekly Wages and Salaries		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
Provinces						
Newfoundland	155.0	138.8	149.9	77.63	77.04	76.99
Prince Edward Island	143.1	141.2	142.8	61.78	61.26	58.88
Nova Scotia	99.5	96.6	97.2	70.48	70.83	68.68
New Brunswick	114.7	107.3	108.1	68.66	68.84	67.66
Quebec	133.2	129.0	127.6	84.49	84.99	80.83
Ontario	135.2	132.1	129.2	90.22	90.12	87.02
Manitoba	119.0	116.0	115.4	78.94	78.67	78.15
Saskatchewan	138.5	133.5	132.9	81.28	80.62	79.69
Alberta	171.4	164.5	165.9	86.49	86.71	84.85
British Columbia	126.2	123.1	123.2	94.24	94.67	92.04
Canada	**133.0**	**129.1**	**127.7**	**86.63**	**86.80**	**83.70**
Urban areas						
St. John's	153.0	147.7	150.2	65.62	66.16	65.03
Sydney	79.4	75.8	83.7	85.59	85.42	80.85
Halifax	124.9	125.4	122.1	73.04	73.55	71.65
Moncton	110.8	107.7	105.5	68.16	66.58	65.76
Saint John	105.2	105.1	106.9	71.10	70.68	68.70
Chicoutimi—Jonquiere	121.3	117.4	111.2	104.47	104.05	103.17
Quebec	130.7	128.1	130.0	74.02	74.67	71.23
Sherbrooke	117.6	116.6	113.2	74.02	73.20	69.78
Shawinigan	108.5	105.0	104.0	93.94	93.63	91.92
Three Rivers	129.9	127.5	120.1	79.51	83.32	77.60
Drummondville	97.1	94.6	88.3	70.73	67.44	69.41
Montreal	136.8	135.1	131.2	86.09	86.84	82.25
Ottawa—Hull	144.5	142.5	139.4	80.88	80.36	77.42
Kingston	139.5	137.1	125.4	87.88	86.89	81.97
Peterborough	109.1	107.1	102.9	94.22	95.35	92.86
Oshawa	224.3	226.6	203.0	106.45	106.34	102.25
Toronto	150.3	147.4	143.4	91.02	90.70	87.99
Hamilton	127.7	125.5	120.0	95.10	96.01	92.12
St. Catharines	123.9	123.0	116.8	100.54	101.88	95.76
Niagara Falls	115.8	108.1	108.8	83.88	84.95	80.39
Brantford	94.9	90.8	90.4	83.17	84.67	80.27
Guelph	131.2	128.6	132.0	81.38	81.28	76.50
Galt	133.8	130.9	122.2	77.44	76.49	74.84
Kitchener	149.0	146.5	142.3	81.07	80.32	78.36
Sudbury	136.1	133.9	127.4	95.92	96.47	94.08
Timmins	88.2	86.7	90.9	77.34	77.33	74.21
London	152.3	148.5	145.7	84.61	83.90	80.31
Sarnia	138.0	136.4	137.7	109.39	110.00	110.54
Windsor	86.8	85.4	79.4	101.10	103.11	93.46
Sault Ste. Marie	159.2	156.2	154.8	106.09	105.54	109.74
Fort William—Port Arthur	118.4	116.3	111.2	87.97	88.64	84.59
Winnipeg	120.3	117.7	114.9	76.15	76.28	74.73
Regina	159.8	155.3	151.4	80.00	80.34	77.57
Saskatoon	159.3	151.8	148.2	76.21	76.14	74.74
Edmonton	221.1	216.9	210.3	81.03	80.59	80.31
Calgary	191.0	185.4	184.7	86.31	86.65	84.05
Vancouver	128.2	125.9	121.9	92.33	92.80	90.26
Victoria	123.7	121.3	119.8	83.37	85.28	83.95

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
Mining	**118.7**	**114.8**	**117.3**	**105.22**	**104.98**	**101.39**
Metal mining	133.4	131.4	129.8	105.44	104.17	102.32
Gold	65.4	63.5	67.7	86.26	85.40	82.54
Other metal	196.6	194.4	187.5	111.38	109.87	108.96
Fuels	82.5	76.9	82.5	111.46	113.02	107.61
Coal	37.9	35.2	39.0	83.91	84.68	78.90
Oil and natural gas	263.6	246.2	260.0	127.53	129.45	125.17
Non-metal	159.1	151.9	163.3	94.80	96.08	88.84
Manufacturing	**123.9**	**121.4**	**118.9**	**89.68**	**90.05**	**86.29**
Durable goods	131.5	129.0	124.2	96.84	97.26	93.05
Non-durable goods	117.6	115.0	114.4	82.99	83.28	80.14
Food and beverages	124.1	117.4	124.0	78.34	78.92	75.68
Meat products	139.9	136.0	138.5	88.13	87.73	86.92
Canned and preserved fruits and vegetables	114.6	96.7	114.4	65.45	69.10	64.10
Grain mill products	98.7	95.6	93.2	86.54	87.78	83.69
Bread and other bakery products	115.0	112.0	115.5	76.97	76.29	74.50
Distilled and malt liquors	98.9	97.7	98.7	110.37	110.32	107.86
Tobacco and tobacco products	83.5	90.1	83.8	91.30	85.92	88.61
Rubber products	118.7	117.1	112.1	92.95	92.38	89.56
Leather products	89.9	88.3	87.9	59.44	60.21	57.15
Boots and shoes (except rubber)	93.3	91.6	93.7	57.16	58.02	54.96
Other leather products	83.7	82.2	77.3	64.05	64.65	61.96
Textile products (except clothing)	91.2	89.9	85.1	72.17	71.84	68.35
Cotton yarn and broad woven goods	77.7	77.6	74.1	70.63	67.95	65.16
Woollen goods	68.1	66.9	64.2	65.80	65.77	63.44
Synthetic textiles and silk	111.2	109.0	98.0	78.62	78.77	74.89
Clothing (textile and fur)	99.5	98.3	94.4	54.66	55.67	52.55
Men's clothing	104.9	104.0	99.3	53.81	54.53	51.32
Women's clothing	108.1	106.9	98.8	54.54	56.25	52.79
Knit goods	77.4	76.3	75.1	55.25	56.36	52.66
Wood products	117.3	113.2	114.4	76.26	77.28	74.80
Saw and planing mills	120.5	115.4	118.7	78.38	79.56	77.42
Furniture	125.5	123.7	119.9	73.73	74.52	70.88
Other wood products	84.6	80.9	81.9	68.16	68.88	66.69
Paper products	134.2	131.2	131.3	105.06	104.16	101.46
Pulp and paper mills	134.4	131.2	131.7	112.87	111.91	109.19
Other paper products	133.8	131.4	130.2	86.23	85.62	82.69
Printing, publishing and allied industries	126.2	127.2	127.5	97.10	97.84	93.19
Iron and steel products	123.7	121.5	117.1	101.49	101.96	97.78
Agricultural implements	74.3	74.5	72.4	111.24	109.80	101.15
Fabricated and structural steel	158.7	154.7	152.7	104.90	102.79	100.99
Hardware and tools	130.0	128.3	116.6	88.46	88.22	86.21
Heating and cooking appliances	107.5	107.5	105.3	87.69	86.67	86.97
Iron castings	109.9	108.9	104.1	96.82	97.77	91.91
Machinery, industrial	147.4	143.2	137.6	99.44	99.00	93.55
Primary iron and steel	146.6	143.7	133.9	112.51	116.34	112.45
Sheet metal products	125.0	121.0	123.7	99.08	98.73	95.94
Wire and wire products	129.8	128.4	117.4	101.56	101.36	98.59
Transportation equipment	129.8	129.8	116.7	106.23	106.84	100.57
Aircraft and parts	259.2	252.1	227.7	108.03	108.11	101.78
Motor vehicles	147.1	147.9	129.1	123.21	124.26	115.64
Motor vehicle parts and accessories	154.5	157.6	132.5	101.65	103.81	94.51
Railroad and rolling stock equipment	59.7	59.2	52.7	93.65	93.07	89.44
Shipbuilding and repairing	145.5	146.5	149.8	94.44	93.78	94.09
Non-ferrous metal products	136.4	133.6	129.3	99.41	99.87	97.72
Aluminum products	151.8	148.2	146.7	94.43	96.79	93.95
Brass and copper products	119.6	117.4	110.0	97.21	97.45	92.49
Smelting and refining	148.3	144.8	141.4	108.80	110.54	107.52
Electrical apparatus and supplies	161.9	157.9	155.3	95.51	94.21	91.49
Heavy electrical machinery	120.0	118.1	117.4	103.64	102.88	99.48
Telecommunication equipment	283.3	276.3	279.9	89.46	89.47	87.84
Non-metallic mineral products	166.9	160.2	160.6	95.36	95.32	91.77
Clay products	96.0	93.1	92.7	85.43	84.77	82.53
Glass and glass products	186.0	179.8	183.2	91.62	91.00	87.27
Products of petroleum and coal	147.2	144.6	144.4	129.44	131.45	127.04
Petroleum refining and products	149.7	147.1	146.3	130.59	132.68	128.33
Chemical products	141.8	140.8	138.4	105.06	104.82	101.28
Medicinal and pharmaceutical preparations	129.7	128.3	125.6	93.29	93.16	90.40
Acids, alkalis and salts	161.4	158.7	164.7	118.72	117.91	112.96
Other chemical products	140.0	139.6	135.3	103.94	103.86	100.34
Miscellaneous manufacturing industries	164.4	161.8	152.7	78.72	79.55	75.52
Construction	**138.5**	**129.1**	**133.7**	**93.57**	**95.68**	**90.63**
Building and general engineering	135.0	129.0	129.6	99.46	101.90	96.41
Highways, bridges and streets	144.4	129.2	140.3	84.50	85.65	81.86
Electric and motor transportation	**152.1**	**149.2**	**147.3**	**92.71**	**92.72**	**89.19**
Service	**189.6**	**183.5**	**173.7**	**60.72**	**61.11**	**58.49**
Hotels and restaurants	163.0	155.8	150.2	45.93	46.03	44.22
Laundries and dry cleaning plants	161.4	158.8	142.1	54.19	54.60	52.51
Industrial composite	**133.0**	**129.1**	**127.7**	**86.63**	**86.80**	**83.70**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
				$	$	$
Newfoundland	42.4	39.6	46.1	1.56	1.74	1.48
Nova Scotia	41.5	41.9	41.8	1.72	1.73	1.65
New Brunswick	41.1	41.9	41.2	1.64	1.59	1.59
Quebec	41.6	42.2	41.3	1.83	1.81	1.77
Ontario	41.5	41.5	41.1	2.13	2.13	2.04
Manitoba	40.5	40.3	40.5	1.84	1.84	1.81
Saskatchewan	40.0	39.6	39.7	2.09	2.08	2.02
Alberta (includes Northwest Territories)	40.1	40.6	40.4	2.07	2.10	2.04
British Columbia (includes Yukon Territory)	38.1	38.8	38.4	2.45	2.43	2.36

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March*	40.7	2.01	81.84	196.1	145.2
April†	41.1	2.01	82.67	198.1	146.7
May*	41.4	2.02	83.55	200.2	147.9
June†	41.2	2.02	83.21	199.4	146.4

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963	June 1964	May 1964	June 1963
				$	$	$	$	$	$
Mining	**42.3**	**42.0**	**41.7**	**2.29**	**2.30**	**2.24**	**96.95**	**96.55**	**93.22**
Metal mining	42.1	41.5	41.5	2.37	2.37	2.32	99.79	98.45	96.49
Gold	43.2	42.3	42.0	1.86	1.87	1.82	80.16	78.99	76.40
Other metal	41.8	41.2	41.3	2.34	2.54	2.52	106.27	104.83	103.94
Fuels	41.9	42.8	41.2	2.18	2.17	2.11	91.53	92.85	87.16
Coal	42.9	43.4	41.2	1.91	1.90	1.85	81.74	82.65	76.10
Oil and natural gas	40.4	41.7	41.3	2.67	2.67	2.54	107.86	111.36	104.81
Non-metal	43.2	43.6	42.8	2.10	2.11	2.03	90.92	92.25	86.97
Manufacturing	**41.2**	**41.4**	**40.9**	**2.02**	**2.02**	**1.94**	**83.21**	**83.55**	**79.64**
Durable goods	41.9	42.1	41.4	2.19	2.18	2.11	91.51	91.95	87.30
Non-durable goods	40.5	40.8	40.5	1.85	1.84	1.79	75.04	75.24	72.29
Food and beverages	41.1	41.1	41.3	1.74	1.75	1.67	71.47	71.96	69.15
Meat products	41.5	41.2	41.9	2.01	2.01	1.99	83.59	82.68	83.37
Canned and preserved fruits and vegetables	38.9	40.2	37.6	1.48	1.49	1.43	57.40	59.72	54.01
Grain mill products	42.0	42.7	42.2	1.95	1.95	1.87	81.76	83.20	78.77
Bread and other bakery products	41.9	41.2	42.1	1.73	1.72	1.65	72.29	70.88	69.34
Distilled liquors	41.6	41.1	42.8	2.36	2.34	2.28	98.18	96.02	97.44
Malt liquors	39.5	39.7	40.1	2.53	2.54	2.48	100.16	100.82	99.40
Confectionery	39.1	39.5	39.6	1.48	1.47	1.41	57.78	58.00	56.00
Tobacco and tobacco products	38.1	37.3	38.6	2.25	2.13	2.17	85.79	79.56	83.90
Rubber products	42.0	42.1	41.8	2.06	2.06	2.00	86.76	86.51	83.47
Leather products	39.0	39.8	39.2	1.39	1.38	1.33	54.11	55.08	51.98
Boots and shoes (except rubber)	38.5	39.5	39.0	1.35	1.35	1.28	51.95	53.16	50.06
Other leather products	40.0	40.5	39.6	1.46	1.46	1.42	58.53	59.02	56.31
Textile products (except clothing)	42.3	42.7	42.1	1.55	1.52	1.46	65.43	65.04	61.58
Cotton yarn and broad woven goods	41.8	41.7	40.9	1.59	1.51	1.48	66.58	63.19	60.73
Woollen goods	43.0	43.0	42.9	1.41	1.41	1.35	60.39	60.47	57.91
Synthetic textiles and silk	42.7	43.4	42.6	1.65	1.64	1.57	70.65	70.99	67.01
Clothing (textile and fur)	37.6	38.6	37.4	1.32	1.31	1.26	49.42	50.46	47.17
Men's clothing	37.6	38.6	37.4	1.31	1.30	1.25	49.10	50.12	46.82
Women's clothing	34.8	36.6	34.5	1.42	1.40	1.36	49.39	51.26	46.94
Knit goods	41.1	41.7	40.8	1.22	1.22	1.17	50.04	50.74	47.68
*Wood products	41.2	42.0	42.5	1.76	1.76	1.72	72.77	73.76	71.30
Saw and planing mills	40.8	41.5	41.1	1.88	1.87	1.83	76.54	77.51	75.04
Furniture	41.9	42.8	42.1	1.60	1.60	1.55	67.14	68.40	65.36
Other wood products	42.7	43.2	43.2	1.48	1.48	1.42	63.01	63.84	61.43
Paper products	42.1	42.0	41.8	2.37	2.34	2.29	199.72	98.40	95.71
Pulp and paper mills	42.2	42.1	42.0	2.54	2.51	2.46	07.16	105.88	103.33
Other paper products	42.0	41.6	41.5	1.90	1.89	1.81	79.77	78.48	75.08
Printing, publishing and allied industries	39.0	39.0	38.5	2.48	2.50	2.39	96.60	97.47	92.03
*Iron and steel products	42.0	42.2	41.4	2.31	2.31	2.25	97.05	97.52	93.17
Agricultural implements	42.7	42.2	41.3	2.47	2.45	2.34	105.46	103.69	96.34
Fabricated and structural steel	42.9	42.5	41.9	2.26	2.22	2.22	96.85	94.63	93.22
Hardware and tools	43.2	43.4	43.1	1.91	1.90	1.87	82.35	82.46	80.46
Heating and cooking appliances	41.0	40.4	41.2	1.99	1.99	1.91	81.45	80.43	78.57
Iron castings	42.2	42.5	41.4	2.23	2.23	2.13	94.03	94.86	88.18
Machinery, industrial	43.3	42.9	41.8	2.19	2.17	2.10	94.83	93.28	87.80
Primary iron and steel	40.6	41.6	40.7	2.68	2.71	2.67	108.80	112.95	108.81
Sheet metal products	42.0	42.0	41.9	2.25	2.22	2.17	94.22	93.33	90.99
Wire and wire products	42.8	43.1	42.3	2.27	2.25	2.19	97.07	96.92	92.74
*Transportation equipment	42.1	42.5	41.3	2.39	2.40	2.29	100.92	101.70	94.50
Aircraft and parts	41.8	42.4	40.9	2.36	2.34	2.23	98.57	99.43	91.08
Motor vehicles	44.2	44.4	42.5	2.67	2.67	2.52	117.87	118.72	107.24
Motor vehicle parts and accessories	41.6	42.6	40.7	2.33	2.34	2.19	96.78	99.57	89.00
Railroad and rolling stock equipment	41.5	41.0	40.5	2.22	2.23	2.17	92.23	91.29	87.80
Shipbuilding and repairing	40.5	40.4	41.2	2.29	2.27	2.26	92.54	91.95	93.25
*Non-ferrous metal products	41.0	41.2	40.7	2.27	2.27	2.25	93.11	93.63	91.56
Aluminum products	41.4	41.9	41.3	2.02	2.05	2.01	83.61	85.77	83.01
Brass and copper products	42.4	42.6	41.5	2.17	2.18	2.10	91.96	92.75	87.29
Smelting and refining	40.5	40.7	40.2	2.53	2.52	2.52	102.53	102.56	101.52
*Electrical apparatus and supplies	41.5	40.9	40.8	2.02	2.00	1.95	84.01	81.83	79.54
Heavy electrical machinery and equipment	42.0	41.7	41.3	2.26	2.25	2.19	95.01	93.89	90.29
Telecommunication equipment	39.8	39.8	40.2	1.76	1.76	1.73	70.30	69.87	69.69
Refrigerators, vacuum cleaners and appliances	40.5	40.2	40.1	2.10	2.08	2.02	85.01	83.70	82.32
Wire and cable	45.1	41.7	41.8	2.30	2.23	2.18	103.93	92.98	91.23
Miscellaneous electrical products	42.0	41.4	40.7	1.93	1.90	1.85	81.07	78.76	75.27
*Non-metallic mineral products	43.5	43.9	43.6	2.06	2.06	1.98	89.74	90.15	86.12
Clay products	43.2	42.7	42.8	1.83	1.85	1.79	79.01	79.17	76.51
Glass and glass products	41.1	41.2	41.0	2.10	2.08	2.00	86.51	85.42	82.03
Products of petroleum and coal	41.5	42.2	42.2	2.83	2.87	2.76	117.46	121.10	116.63
Chemical products	41.4	41.3	40.9	2.24	2.23	2.18	92.58	92.20	89.21
Medicinal and pharmaceutical preparations	40.0	39.6	40.0	1.74	1.74	1.70	69.71	69.00	68.09
Acids, alkalis and salts	41.8	41.5	40.6	2.58	2.57	2.51	107.96	106.53	101.96
Miscellaneous manufacturing industries	41.2	41.7	41.2	1.66	1.66	1.60	68.12	68.98	65.82
Professional and scientific equipment	40.9	41.3	40.2	1.96	1.96	1.95	80.08	81.15	78.31
Construction	**41.1**	**42.0**	**41.9**	**2.20**	**2.22**	**2.11**	**90.42**	**93.39**	**88.36**
Building and general engineering	39.8	41.1	40.4	2.42	2.43	2.32	96.49	99.62	93.68
Highways, bridges and streets	43.2	43.7	44.5	1.84	1.87	1.78	79.66	81.75	79.07
Electric and motor transportation	**44.9**	**45.0**	**44.4**	**2.06**	**2.07**	**2.01**	**92.63**	**93.14**	**89.23**
Service	**37.1**	**37.1**	**38.0**	**1.19**	**1.20**	**1.13**	**44.23**	**44.75**	**43.04**
Hotels and restaurants	36.7	36.3	37.6	1.15	1.17	1.09	42.16	42.42	40.88
Laundries and dry cleaning plants	40.1	40.7	40.0	1.15	1.14	1.09	45.98	46.24	43.49

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 923.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September, 1959	16,162	16,792	32,954	160,519	97,261	257,780
September, 1960	12,239	13,796	26,035	228,632	115,358	343,990
September, 1961	14,645	17,066	31,711	216,358	101,260	317,618
September, 1962	20,197	20,658	40,855	188,844	97,890	286,734
September, 1963	24,950	22,037	46,987	187,793	99,162	286,955
October, 1963	24,210	20,861	45,071	219,966	106,320	326,286
November, 1963	30,090	22,737	52,827	285,688	117,689	403,377
December, 1963	18,913	15,351	34,264	432,390	131,532	563,922
January, 1964	19,737	15,658	35,395	498,726	153,661	652,387
February, 1964	18,323	17,154	35,477	508,125	154,378	662,503
March, 1964	23,470	18,805	42,275	511,312	149,296	660,608
April, 1964	28,985	22,337	51,322	445,744	141,472	587,216
May, 1964	30,955	23,676	54,631	319,268	126,509	445,777
June, 1964	28,693	21,359	50,052	266,490	140,069	406,559
July, 1964	29,445	19,458	48,903	233,564	128,799	362,363
August, 1964[a]	30,171	24,058	54,229	197,724r	109,554r	307,278r
September, 1964[a]	33,621	23,591	57,212	173,988	104,907	278,895

[a]Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

r.Revised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1960-1963 AND DURING MONTH AUGUST 1963—AUGUST 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—August	198,464	94,109	87,258	54,999	70,874	41,013
1963—September	208,088	93,497	99,517	48,816	87,392	38,693
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August[a]	198,847	97,928	86,901	56,448	69,893	41,514

[a]Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING AUGUST 1964.[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1963
Agriculture, Fishing, Trapping	**14,220**	**8,276**	**22,496**	**— 2,787**
Forestry	**2,376**	**26**	**2,402**	**— 802**
Mining, Quarrying and Oil Wells	**868**	**49**	**917**	**+ 165**
Metal Mining	497	8	505	+ 47
Fuels	168	23	191	+ 42
Non-Metal Mining	61	4	65	+ 12
Quarrying, Clay and Sand Pits	69	—	69	+ 16
Prospecting	73	14	87	+ 48
Manufacturing	**15,164**	**12,837**	**28,001**	**+ 1,535**
Foods and Beverages	2,723	6,082	8,805	— 36
Tobacco and Tobacco Products	27	53	80	+ 44
Rubber Products	108	51	159	+ 28
Leather Products	229	306	535	— 46
Textile Products (except clothing)	563	487	1,050	+ 95
Clothing (textile and fur)	511	1,908	2,419	— 38
Wood Products	1,967	236	2,203	— 67
Paper Products	1,137	426	1,563	+ 320
Printing, Publishing and Allied Industries	340	560	900	+ 23
Iron and Steel Products	2,727	409	3,136	+ 405
Transportation Equipment	2,020	288	2,308	+ 450
Non-Ferrous Metal Products	460	240	700	— 19
Electrical Apparatus and Supplies	591	817	1,408	+ 290
Non-Metallic Mineral Products	639	104	743	+ 93
Products of Petroleum and Coal	42	10	52	— 12
Chemical Products	428	272	700	— 8
Miscellaneous Manufacturing Industries	652	588	1,240	+ 13
Construction	**11,356**	**203**	**11,559**	**— 805**
General Contractors	7,472	120	7,592	— 193
Special Trade Contractors	3,884	83	3,967	— 612
Transportation, Storage and Communication	**7,182**	**361**	**7,543**	**+ 1,803**
Transportation	6,631	179	6,810	+ 1,659
Storage	464	57	521	+ 129
Communication	87	125	212	+ 15
Public Utility Operation	**215**	**40**	**255**	**— 98**
Trade	**7,668**	**5,320**	**12,988**	**+ 522**
Wholesale	3,313	1,594	4,907	+ 127
Retail	4,355	3,726	8,081	+ 395
Finance, Insurance and Real Estate	**585**	**1,059**	**1,644**	**+ 260**
Service	**10,259**	**13,343**	**23,602**	**— 273**
Community or Public Service	592	1,362	1,954	+ 60
Government Service	2,126	892	3,018	+ 552
Recreation Service	1,485	258	1,743	— 409
Business Service	1,870	1,016	2,886	— 356
Personal Service	4,186	9,815	14,001	— 120
GRAND TOTAL	**69,893**	**41,514**	**111,407**	**— 480**

[1]Preliminary.

90165—6½

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT AUGUST 31, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,111	2,043	9,154
Clerical Workers	15,698	42,983	58,681
Sales Workers	6,522	12,655	19,177
Personal and Domestic Service Workers	25,366	20,083	45,449
Seamen	691	12	703
Agriculture, Fishing, Forestry (Ex. log.)	4,925	645	5,570
Skilled and Semi-Skilled Workers	69,494	11,404	80,898
Food and kindred products (incl. tobacco)	694	284	978
Textiles, clothing, etc.	1,408	6,574	7,982
Lumber and lumber products	4,512	101	4,613
Pulp, paper (incl. printing)	981	353	1,334
Leather and leather products	647	541	1,188
Stone, clay and glass products	206	31	237
Metalworking	8,275	727	9,002
Electrical	1,765	754	2,519
Transportation equipment	979	69	1,048
Mining	950	.....	950
Construction	14,502	2	14,504
Transportation (except seamen)	12,938	95	13,033
Communications and public utility	328	.....	328
Trade and service	3,244	1,072	4,316
Other skilled and semi-skilled	12,392	598	12,990
Foremen	1,481	197	1,678
Apprentices	4,192	6	4,198
Unskilled Workers	67,917	19,729	87,646
Food and tobacco	1,980	4,282	6,262
Lumber and lumber products	5,134	303	5,437
Metalworking	3,109	509	3,618
Construction	26,174	.....	26,174
Other unskilled workers	31,520	14,635	46,155
GRAND TOTAL	**197,724**	**109,554**	**307,278**

[1]Preliminary.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT AUGUST 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) August 31, 1964	Previous Year August 30, 1963
Newfoundland	**7,900**	**6,177**
Corner Brook	1,563	1,090
Grand Falls	667	526
St. John's	5,670	4,561
Prince Edward Island	**1,096**	**1,143**
Charlottetown	707	571
Summerside	389	572
Nova Scotia	**11,805**	**11,055**
Amherst	322	397
Bridgewater	454	455
Halifax	4,546	3,664
Inverness	165	201
Kentville	752	783
Liverpool	244	211
New Glasgow	890	1,327
Springhill	208	422
Sydney	2,600	1,874
Sydney Mines	446	470
Truro	556	678
Yarmouth	622	573
New Brunswick	**9,400**	**9,844r**
Bathurst	937	849
Campbellton	964	817
Edmundston	415	455
Fredericton	964	958
Minto	143	187
Moncton(2)	2,126	2,385
Newcastle	799	841
Saint John	2,223	2,499
St. Stephen	392	343
Sussex	156	210
Woodstock	281	300r
Quebec	**99,427**	**105,671r**
Alma	1,287	1,508
Asbestos	327	249
Baie Comeau	439	337
Beauharnois	832	1,082
Buckingham	361	485
Causapscal	501	415
Chandler	629	711
Chicoutimi	1,472	1,747
Cowansville	217	221
Dolbeau	632	795
Drummondville	1,414	1,314
Farnham	228	247
Forestville	187	209
Gaspé	476	698
Granby	1,190	1,386
Hull	2,007	1,950
Joliette	2,835	2,642
Jonquière	1,720	2,066
Lachute	336	413
Lac Megantic	423	385
La Malbaie	375	392
La Tuque	429	522
Lévis	2,122	2,020
Louiseville	489	517
Magog	355	315
Maniwaki	296	289
Matane	524	498
Mont-Laurier	467	454
Montmagny	730	706
Montréal	39,674	44,967
New Richmond	633	526
Port Alfred	394	619
Québec	9,487	8,532
Rimouski	890	1,068r
Rivière du Loup	1,287	1,471
Roberval	986	893
Rouyn	1,029	1,342
Ste. Agathe des Monts	270	261
Ste. Anne de Bellevue	630	525
Ste. Thérèse	1,431	1,400
St. Hyacinthe	792	1,070
St. Jean	1,368	1,354
St. Jérôme	1,114	964
Sept Iles	586	1,047
Shawinigan	2,320	2,204

Office	Registrations	
	(1) August 31, 1964	Previous Year August 30, 1963
Quebec—Concluded		
Sherbrooke	3,220	3,081
Sorel	1,564	1,067
Thetford Mines	1,466	1,350
Trois-Rivières	2,549	2,732
Val d'Or	917	1,195
Valleyfield	1,177	1,673
Victoriaville	1,257	844
Ville St. Georges	1,086	913
Ontario	**109,533**	**110,990**
Arnprior	209	194
Barrie	784	750
Belleville	1,191	1,248
Bracebridge	265	233
Brampton	1,037	1,260
Brantford	1,589	1,508
Brockville	327	261
Carleton Place	147	207
Chatham	1,494	1,330
Cobourg	869	631
Collingwood	399	495
Cornwall	1,395	1,318
Elliot Lake	292	294
Fort Erie	260	263
Fort Frances	263	178
Fort William	1,097	1,028
Galt	706	666
Gananoque	113	84
Goderich	204	193
Guelph	779	887
Hamilton	8,592	8,817
Hawkesbury	354	315
Kapuskasing	411	606
Kenora	338	290
Kingston	1,452	1,280
Kirkland Lake	428	401
Kitchener	1,615	1,436
Leamington	195	492
Lindsay	634	689
Listowel	110	122
London	3,410	3,163
Long Branch	2,672	2,837
Midland	306	330
Napanee	187	232
New Liskeard	286	295
Newmarket	588	561
Niagara Falls	628	1,001
North Bay	669	668
Oakville	684	736
Orillia	509	440
Oshawa	9,019	10,874
Ottawa	4,211	4,468
Owen Sound	533	686
Parry Sound	202	135
Pembroke	678	812
Perth	250	197
Peterborough	1,643	1,906
Picton	186	135
Port Arthur	1,217	1,299
Port Colborne	419	453
Prescott	360	303
Renfrew	321	244
St. Catharines	3,204	3,045
St. Thomas	519	422
Sarnia	2,115	1,793
Sault Ste. Marie	1,612	1,574
Simcoe	878	651
Smiths Falls	216	213
Stratford	465	335
Sturgeon Falls	245	401
Sudbury	1,946	3,603
Tillsonburg	238	173
Timmins	995	932
Toronto	29,210	26,597
Trenton	533	554
Walkerton	284	255
Wallaceburg	311	346
Welland	2,022	1,307
Weston	2,509	2,353
Windsor	5,271	6,705
Woodstock	424	480

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS AT AUGUST 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) August 31, 1964	Previous Year August 30, 1963
Manitoba	**11,403**	**10,920**
Brandon	727	715
Dauphin	367	355
Flin Flon	133	106
Portage la Prairie	333	362
The Pas	250	161
Winnipeg	9,593	9,221
Saskatchewan	**6,109**	**5,984**
Estevan	116	114
Lloydminster	65	97
Moose Jaw	473	453
North Battleford	273	407
Prince Albert	659	835
Regina	1,950	1,566
Saskatoon	1,851	1,688
Swift Current	189	217
Weyburn	95	78
Yorkton	438	529
Alberta	**16,378**	**16,901**
Blairmore	114	209
Calgary	5,688	5,835
Drumheller	240	196
Edmonton	7,454	7,990
Edson	129	152
Grande Prairie	554	496
Lethbridge	891	947
Medicine Hat	681	553
Red Deer	627	523
British Columbia	**34,227**	**35,264**
Chilliwack	732	711
Courtenay	394	610
Cranbrook	398	352
Dawson Creek	565	803
Duncan	465	630
Kamloops	1,289	549
Kelowna	573	539
Mission City	497	515
Nanaimo	465	749
Nelson	386	373
New Westminster	5,068	4,828
Penticton	566	634
Port Alberni	365	479
Prince George	1,449	944
Prince Rupert	670	483
Quesnel	389	502
Trail	447	458
Vancouver	16,350	17,394
Vernon	569	575
Victoria	2,362	2,644
Whitehorse	228	155
CANADA	**307,278**	**313,949r**
Males	197,724	207,725r
Females	109,554	106,224r

(1) Preliminary subject to revision

(2) Includes 368 registrations reported by the Magdalen Islands local office.

r-Revised.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month.* Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported.* In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notifed and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—June	4,237,000	4,035,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900
September	4,122,000	3,935,700	186,300
August	4,132,000	3,939,500	192,500
July	4,086,000	3,867,000	219,000
June	4,077,000	3,856,700	220,300

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JULY 31, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1-4	5-13	14-26	27 or more*	June 30 1964	July 31, 1963
Canada	205,326	96,674	53,419	33,498	21,735	201,919	218,974
Male	127,243	65,523	30,994	18,822	11,904	127,241	140,675
Female	78,083	31,151	22,425	14,676	9,831	74,678	78,299
Newfoundland	4,687	1,522	1,399	1,156	610	6,528	5,021
Male	3,764	1,270	1,148	906	440	5,342	4,010
Female	923	252	251	250	170	1,186	1,011
Prince Edward Island	766	404	192	110	60	694	806
Male	531	312	122	57	40	466	504
Female	235	92	70	53	20	228	302
Nova Scotia	9,227	3,328	2,604	1,933	1,362	9,467	9,129
Male	6,619	2,546	1,832	1,331	910	6,837	6,616
Female	2,608	782	772	602	452	2,630	2,513
New Brunswick	8,054	3,426	2,239	1,757	632	8,303	8,141
Male	5,401	2,229	1,535	1,289	348	5,834	5,798
Female	2,653	1,197	704	468	284	2,469	2,343
Quebec	64,252	29,356	18,777	9,828	6,291	65,459	66,712
Male	41,346	19,812	11,965	5,935	3,634	43,604	43,914
Female	22,906	9,544	6,812	3,893	2,657	21,854	22,798
Ontario	80,062	44,194	17,894	10,451	7,523	63,598	85,663
Male	47,751	30,384	8,622	4,933	3,812	35,038	54,233
Female	32,311	13,810	9,272	5,518	3,711	28,560	31,430
Manitoba	6,628	2,091	1,738	1,707	1,092	7,726	7,406
Male	3,628	1,221	960	857	590	4,547	4,063
Female	3,000	870	778	850	502	3,179	3,343
Saskatchewan	3,401	1,124	854	861	562	3,586	3,844
Male	1,643	582	407	366	288	1,850	1,914
Female	1,758	542	447	495	274	1,736	1,930
Alberta	9,334	3,898	2,392	1,976	1,068	10,691	10,310
Male	5,561	2,452	1,348	1,181	580	6,807	6,370
Female	3,773	1,446	1,044	795	488	3,884	3,940
British Columbia	18,915	7,331	5,330	3,719	2,535	25,867	21,942
Male	10,999	4,715	3,055	1,967	1,262	16,915	13,253
Female	7,916	2,616	2,275	1,752	1,273	8,952	8,689

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JULY, 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at end of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,397	1,011	386	1,195	672	523	712
Prince Edward Island	389	261	128	407	287	120	108
Nova Scotia	3,695	2,215	1,480	3,783	2,778	1,005	1,108
New Brunswick	3,434	2,452	982	3,411	2,356	1,055	1,242
Quebec	32,779	20,562	12,217	32,216	22,069	10,147	13,164
Ontario	51,601	33,792	17,809	45,033	35,044	9,989	19,726
Manitoba	2,399	1,722	677	2,480	1,672	808	729
Saskatchewan	1,233	903	330	1,149	731	418	412
Alberta	3,545	2,531	1,014	3,575	2,261	1,314	1,289
British Columbia (incl. Yukon Territory)	8,467	5,473	2,994	9,246	5,984	3,262	2,789
Total, Canada, July 1964	108,939	70,922	38,017	102,495	73,854	28,641	41,279
Total, Canada, June 1964	86,827	58,236	28,591	84,723	55,440	29,283	34,835
Total, Canada, July 1963	112,856	72,302	40,554	101,592	73,090	28,502	41,353

*In addition, revised claims received numbered 33,086.

†In addition, 22,702 revised claims were disposed of. Of these, 2,636 were special requests not granted and 1,354 appeals by claimants. There were 6,823 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JULY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid
Newfoundland	15,771	353,951
Prince Edward Island	2,376	49,590
Nova Scotia	29,946	665,228
New Brunswick	24,627	557,781
Quebec	189,065	4,512,695
Ontario	201,501	4,740,166
Manitoba	18,564	410,834
Saskatchewan	11,114	250,140
Alberta	32,228	805,043
British Columbia (including Yukon Territory)	69,815	1,740,503
Total, Canada, July 1964	595,007	14,085,931
Total, Canada, June 1964	684,182	16,537,735
Total, Canada, July 1963	663,594	15,506,192

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

Technical Note to "E" Tables

Under the Unemployment Insurance Act contact between the claimant and the Unemployment Insurance Commission is made through a network of local offices. The statistics in Tables E-2 to E-4 relate mainly to local office claim operations.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission in person or by mail. An application for employment is taken by the Employment Branch of the local office and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for benefit is taken by the Insurance Branch.

If the person applying for benefit has had no previous entitlement established, an initial claim will be taken and entitlement computed, otherwise a renewal claim will be filed. Initial and renewal claims thus constitute an advance notice by a claimant that he wishes to draw benefit. In some cases where employment is found immediately, however, the claimant may not return to prove unemployment.

The total of initial and renewal claims (Table E-3) thus approximates the number of new separations from insured employment during a month. To the extent that an initial claim is taken from a person who has exhausted his benefit and seeks re-establishment of further credits, the total would, however, constitute an overstatement of the volume of new separations.

Claims in the category "entitled to benefit" include initial claims established on which no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and, in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of a month are shown as pending.

Claimants are required to report weekly, except postal claimants, who may report every two weeks. Data on claimants currently reporting to local offices are obtained from a count of individual unemployment registers in the current file at the month-end (Table E-2). Once a claim is taken, the document on which the record of current activity is maintained is placed in the current file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession. The count of weeks of proved insured unemployment is begun again simultaneously with a new renewal claim and with initial claims, except those representing re-computation of additional credits. In these latter cases, the count is cumulated from the claim taken at the time the employment terminated.

Information on payments (Table E-4) is provided by Treasury offices of the Unemployment Insurance Commission and relates to payments made during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks of unemployment.

Estimates of the insured population (Table E-1) are based on a count of persons either working in insured employment or on claim at June 1 each year. Monthly estimates are based on the June count of persons employed projected, by industry, using employment indexes from *Employment and Payrolls* (Employment Section, Labour Division, D.B.S.). To these employment data are added the number of claimants reported at month end, as described above.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—September	133.4	131.3	136.5	116.1	141.1	162.7	149.1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1964

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Aug. 1963	July 1964	Aug. 1964							
(1)St. John's, Nfld.	121.7	121.9	122.5	120.1	116.0	114.2	121.2	164.1	148.4	114.3
Halifax	132.5	132.7	132.8	130.5	133.5	127.9	135.4	166.9	169.9	124.6
Saint John	134.1	135.5	135.5	135.9	133.2	126.7	140.9	187.0	154.4	124.5
Montreal	133.7	135.8	135.5	140.8	135.6	110.3	157.8	174.7	151.6	123.7
Ottawa	135.0	136.9	136.6	136.0	137.3	123.7	156.1	172.9	148.0	125.3
Toronto	135.6	137.6	137.4	132.8	140.6	125.0	140.4	165.0	187.5	123.2
Winnipeg	131.0	132.4	132.4	132.6	128.5	124.9	134.5	182.5	142.0	127.2
Saskatoon-Regina	129.2	130.5	130.5	132.8	128.0	131.4	133.5	147.9	146.1	119.9
Edmonton-Calgary	128.0	128.7	129.0	127.6	127.0	128.3	128.7	169.9	144.5	119.6
Vancouver	132.2	133.3	133.2	132.7	135.5	122.1	139.3	155.4	150.0	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 540, June issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963: August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964: January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS AUGUST 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	3	3,189	33,930
Manufacturing	41	5,043	64,470
Construction	9	1,376	7,640
Transpn. & utilities	6	299	540
Trade	5	66	890
Finance	1	13	50
Service	3	1,432	680
Public administration	...	...	...
All industries	68	11,418	108,200

TABLE G-3—STRIKES AND LOCKOUTS AUGUST 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	2	1,087	1,430
New Brunswick	...	...	...
Quebec	11	3,419	32,810
Ontario	36	3,762	35,850
Manitoba	7	2,565	30,990
Saskatchewan	2	66	890
Alberta	1	20	400
British Columbia	7	374	5,660
Federal	2	125	170
All jurisdictions	68	11,418	108,200

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accumulated		
MINES						
Metal						
Anaconda Company, Britannia Beach, B.C.	Mine, Mill and Smelter Workers Loc 663 (Ind)	289	4,770	4,770	Aug. 11	Wages, hours~
International Nickel, Thompson, Man.	Steelworkers Loc. 6166 (AFL-CIO/CLC)	1,875	28,130	28,130	Aug. 11	Wages~
Mineral Fuels						
Old Sydney Collieries, (Princess Mine), Sydney Mines, N.S.	Mine Workers Loc. 4535 (Ind.)	1,025	1,030	1,030	Aug. 25 Aug. 26	Duties of contract-men~Return of workers.
MANUFACTURING						
Food and Beverages						
Ogilvie Flour Mills, Montreal, Que.	CNTU	350	700	700	Aug. 6 Aug. 10	Suspension of 22 workers who refused to do overtime~Return of workers with acceptance of contract conditions of overtime.
Kellough Bros., Palm Dairies and Thunder Bay Co-op. Dairy, Fort William and Port Arthur, Ont.	Teamsters Loc. 990 (Ind.)	117	120	120	Aug. 19 Aug. 20	Wages, hours~$10. a mo. increase retroactive to Jan. 1, 1964, $10. Jan. 1, 1965, $5. June 1, 1965, $10. Jan. 1, 1966; reduction of hours.
Paper						
Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,000	12,800	June 1	Wages~
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	209	2,090	2,090	Aug. 18	Wages~
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	24,000	73,200	June 3	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	680	13,600	24,820	July 9	Working conditions as affected by computers~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	125	1,130	1,130	Aug. 19	Wages, other improvements ~
Metal Fabricating						
Nicholson File Canada, Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	225 (30)	2,030	2,030	Aug. 19	Wages, seniority, union security, check off~
Electrical Products						
Amalgamated Electric, Markham, Ont.	U.E. Loc. 542 (Ind.)	101	2,600	7,030	June 22	Wages~
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	308	3,540	3,540	Aug. 14	Wages, incentive bonus, seniority~
Canadian General Electric, Guelph, Peterborough and Toronto, Ont.	Technical Engineers Loc. 164 (AFL-CIO/CLC)	296	980	980	Aug. 26	Wages, hours~
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	420	420	420	Aug. 31	Wages, working conditions, seniority provisions~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Aug.	Accumulated		
CONSTRUCTION						
Winnipeg Builders' Exchange (Masonry Contractors' Assoc.), Winnipeg, Man.	Bricklayers Loc. 1 (AFL-CIO/CLC)	500	2,000	5,000	July 24 Aug. 10	Wages~10¢ an hr. increase immediately, 5¢ Sep. 1, 1964, 10¢ May 1, 1965, 15¢ May 1, 1966.
Canadian Comstock, Kirkland Lake, Ont.	Building trades unions (Sudbury Council AFL-CIO)	409	1,640	1,640	Aug. 11 Aug. 17	Work jurisdiction, meeting-time for union stewards, recognition of union stewards, council~Work jurisdiction to be discussed with union and management, stewards to be permitted time for union business, company does not have to recognize stewards' council.
Various building contractors at York University, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	172	860	860	Aug. 21 Aug. 28	Non-union contractor employed on project~Pickets removed when non-union contract cancelled.
TRANSPN. & UTILITIES						
Transportation						
Hamilton Shipping,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	100	130	130	Aug. 10 Aug. 13	Disciplinary suspension of one worker~Return of workers when duration of suspension reduced.
SERVICE						
Health and Welfare						
Several hospitals, Montreal and Valleyfield Que.	Service Employees' Federation (CNTU)	1,400	500	500	Aug. 27 Aug. 27	Wages, job security, pension and insurance plans~$4. a wk. increase retroactive to Jan. 1, 1964, $5. Jan. 1, 1965, an additional $5. for employees with five or more years service; other improved benefits.

Figures in parentheses indicate the number of workers indirectly affected.

*Federal jurisdiction.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE SECOND QUARTER OF 1964

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects	....	....	....	....	1	....	....	....	....	....	....	....	1
Struck by:													
(a) tools, machinery, cranes, etc.	....	....	....	1	1	1	1	....	....	....	....	....	4
(b) moving vehicles	1	....	....	....	2	2	4	....	....	....	....	....	9
(c) other objects	1	11	....	10	5	8	3	1	1	....	2	....	42
Caught in, on or between machinery, vehicles, etc.	7	3	....	2	6	4	1	....	1	....	....	....	24
Collisions, derailments, wrecks, etc.	3	....	....	2	4	4	14	1	1	....	6	....	35
Falls and slips:													
(a) on same level	....	1	....	1	2	1	1	1	1	....	1	....	9
(b) to different levels	1	6	3	....	7	10	8	1	1	....	6	....	43
Conflagrations, temperature extremes and explosions	....	....	....	1	10	3	2	....	....	....	....	....	16
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	6	12	1	....	....	....	....	2	....	21
Electric current	1	....	....	....	1	2	2	2	....	....	....	....	8
Over-exertion	....	....	....	....	3	5	2	....	....	....	1	....	11
Miscellaneous accidents	....	1	....	....	1	1	....	1	....	....	1	....	5
Total	14	22	3	23	55	42	38	7	5	....	19	....	228*

*Of this total 182 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 46 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE SECOND QUARTER OF 1964

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	....	1	....	1	7	3	....	....	2	.....	14
Logging	....	....	1	1	1	6	....	1	1	11	.....	22
Fishing and Trapping	....	....	3	....	....	....	....	....	....	....	.....	3
Mining and Quarrying	2	....	2	....	2	8	1	....	4	4	.....	23
Manufacturing	....	....	4	2	8	27	....	1	6	7	.....	55
Construction	....	....	2	2	14	11	2	1	4	5	1	42
Transportation, Storage and Communication	1	....	4	2	3	14	4	....	4	6	.....	38
Public Utilities	....	....	....	....	....	7	....	....	....	....	.....	7
Trade	....	....	....	....	....	1	1	1	1	1	.....	5
Finance	....	....	....	....	....	....	....	....	....	....	.....	.....
Service	....	....	....	....	2	6	3	3	3	2	.....	19
Unclassified	....	....	....	....	....	....	....	....	....	....	.....	.....
Total	3	....	17	7	31	87	14	7	23	38	1	228*

*See footnote to Table H-1.